



LOCAL LABOUR MARKET PLAN 2024

NIPISSING & PARRY SOUND DISTRICTS



The Labour Market Group
Guiding partners to workforce solutions.

Ontario 

OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2024 local labour market plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.



Our communities continue to see changes and challenges in labour force supply and demand. International students, housing issues, artificial intelligence and the ever-increasing importance of mental health in the workplace have been featured consistently throughout news and media outlets this past year. All industries continue to face similar shortages of employees; affecting business expansion, economic growth and sustainability. In 2024, our local economy will require our community to continue to be innovative, welcoming and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet the regional needs of the future.

As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general. Prioritizing the available workforce, including many newcomers, immigrants, and international students, allows our communities to develop the talent we need in our region amongst those that have already chosen to live and work here. The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs. More than ever, employers must be cognisant of the toll that mental health plays on employees. Workplaces of today must prioritize the nurturing, training and mentorship of an up-and-coming workforce and understand how impactful those pieces are to sustaining a qualified workforce for tomorrow.

The outcome of the LLMP and its resulting initiatives is designed to support area residents looking for work, entering or re-entering the job market, help employees remain employed and assist employers access to the workers they need to be competitive. Technology, artificial intelligence and automation are influencing local economies at a rapid pace. Keeping abreast of broader global trends can ensure our local businesses are prepared for the workplace of tomorrow. Continued consultations with key partners will ensure we remain committed to working together to build a strong, resilient and skilled workforce that is prepared for tomorrow's economy.

INTRODUCTION

The Labour Market Group (LMG) is a non-profit organization that serves our community's efforts to address workforce challenges and opportunities through research, data and collaboration. For the past 27 years, we have been building on decades of learning about labour market issues and taking action to develop workforce related solutions in collaboration with our numerous partners.

As the Workforce Planning Board for the Nipissing and Parry Sound districts, LMG aspires to assist with the improvement of labour market conditions in local communities through enhanced collection and dissemination of local labour market information and community engagement to drive regional approaches in the planning projects and partnerships that support workforce development throughout the region. Quality labour market information and understanding employment related challenges is critical to helping governments, businesses, community organizations, and individuals respond to the changes throughout Nipissing and Parry Sound.

The 2024 LLMP provides an overview of current labour market conditions in the [Nipissing](#) and [Parry Sound](#) districts. This year's report includes several key pieces;

1. Update of Labour Market Indicators
2. Canadian Business Counts
3. Monthly Jobs Report data
4. Employment Ontario Client data
5. Labour Market Action Plan

Each piece offers a unique snapshot of the local labour market and together provides great insight into the challenges faced by employers and job seekers in our region. This report builds on data explored in last year's report and the result is improved action strategies to address these complex issues.

In this report, labour market information from data sources such as Statistics Canada and other valid research reports are highlighted. This data is supplemented by research that LMG conducts along with input from extensive consultation from employers and key community partners.





LABOUR MARKET UPDATE

LABOUR MARKET UPDATE: NIPISSING AND PARRY SOUND

Current Labour Market Data

This section reviews various labour market indicators, such as unemployment rates, participation rates, job vacancy rates and other variables.

Unemployment Rates

As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 1 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then (2022 and 2023). Chart 1 illustrates the comparison. These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA),¹ for the Rest of Ontario (Ontario figures minus the Toronto CMA), for Northeast Ontario, and for North Bay.²

TABLE 1: Annual unemployment rates, Ontario, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2023

| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-------------------|------|------|-------|------|------|------|
| Toronto CMA | 6.0% | 5.9% | 11.0% | 9.3% | 6.4% | 6.3% |
| Ontario | 5.6% | 5.6% | 9.8% | 8.1% | 5.6% | 5.7% |
| Rest of Ontario | 5.3% | 5.2% | 8.7% | 7.2% | 4.9% | 5.1% |
| Northeast Ontario | 6.4% | 6.3% | 8.0% | 6.9% | 4.5% | 5.5% |
| North Bay | 6.3% | 5.5% | 8.5% | 8.4% | 4.2% | 5.9% |

Statistics Canada, Tables 14-10-0385-01, 14-10-0391-01 and 14-10-0393-01

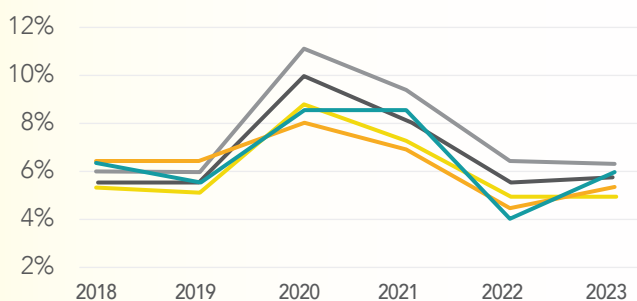
Overall, the trajectory of each unemployment rate followed much the same trajectory: a significant increase in the year when COVID hit (2020), a decline over the next two years, and then more or less staying steady into 2023.

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than the Rest of Ontario. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, although it did increase in 2023. The annual unemployment rates for all areas in 2023 were relatively close to what they had been in 2018, with the Northeast Ontario figure being notably lower.

¹ The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario's labour force.

² Northeast Ontario includes the following census divisions: Nipissing; Manitoulin; Sudbury; Greater Sudbury; Timiskaming; Cochrane; and Algoma. It does not include Parry Sound.

CHART 1: Annual unemployment rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2023



Statistics Canada, Tables 14-10-0385-01, 14-10-0391-01 and 14-10-0393-01

The main difference in the North Bay numbers is that the unemployment rate hardly declined in 2021, but then had a considerable drop in 2022. In 2023, the rate rose again, like the rest of Northeast Ontario.

Ontario
 Toronto CMA
 Rest of Ontario
 Northeast Ontario
 North Bay

The recent monthly unemployment rates are provided in Table 2. For Northeast Ontario, having a smaller population, Statistics Canada provides data which is a three-month moving average, where, for example, the figure for May is the average for March, April and May, in this way generating a more robust sample size. The data for Rest of Ontario and Toronto CMA is presented for the sake of comparison and also is expressed as a three-month moving average. The data which was available for North Bay was only reported for annual figures, not for three-month moving averages.

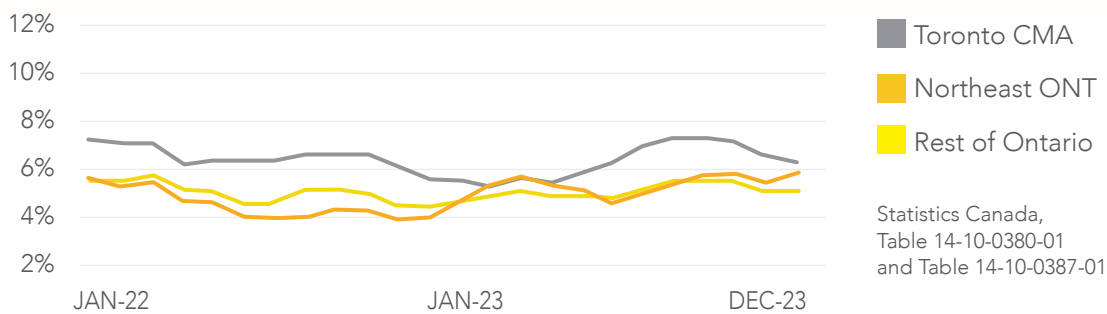
TABLE 2: Three-month moving average unemployment rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023

| | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | OCT | NOV | DEC |
|--------------------------|------|------|------|------|------|------|------|------|------|------|------|------|
| 2022 | | | | | | | | | | | | |
| REST OF ONTARIO | | | | | | | | | | | | |
| | 5.5% | 5.5% | 5.7% | 5.0% | 4.9% | 4.6% | 4.7% | 5.1% | 5.2% | 4.9% | 4.4% | 4.3% |
| TORONTO CMA | | | | | | | | | | | | |
| | 7.2% | 7.1% | 7.1% | 6.2% | 6.3% | 6.3% | 6.3% | 6.5% | 6.5% | 6.5% | 6.1% | 5.6% |
| NORTHEAST ONTARIO | | | | | | | | | | | | |
| | 5.6% | 5.3% | 5.5% | 4.7% | 4.6% | 4.1% | 4.0% | 4.1% | 4.4% | 4.3% | 3.9% | 4.0% |
| 2023 | | | | | | | | | | | | |
| REST OF ONTARIO | | | | | | | | | | | | |
| | 4.5% | 4.8% | 5.1% | 4.9% | 4.9% | 4.8% | 5.1% | 5.5% | 5.6% | 5.5% | 5.1% | 5.1% |
| TORONTO CMA | | | | | | | | | | | | |
| | 5.5% | 5.3% | 5.6% | 5.4% | 5.9% | 6.3% | 6.9% | 7.2% | 7.2% | 7.1% | 6.5% | 6.2% |
| NORTHEAST ONTARIO | | | | | | | | | | | | |
| | 4.7% | 5.4% | 5.8% | 5.3% | 5.1% | 4.6% | 5.0% | 5.3% | 5.6% | 5.7% | 5.4% | 5.9% |

Statistics Canada, Table 14-10-0380-01 and Table 14-10-0387-01



CHART 2: Three-month moving average unemployment rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023



Over the last two years, the unemployment rate in the Toronto CMA has always remained higher than that for the Rest of Ontario, usually by around one to one-and-a-half percentage points. The unemployment rate for Northeast Ontario is more often lower than that for the Rest of Ontario, although there have been stretches when it is higher, including most recently, between September and December 2023.

Participation Rates

The participation rate measures the proportion of the working age population (15 years and older) who are in the labour force, that is, either employed or actively looking for work. Table 3 shows the annual participation rate for Ontario, Toronto CMA, the Rest of Ontario and Northeast Ontario.

TABLE 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2023

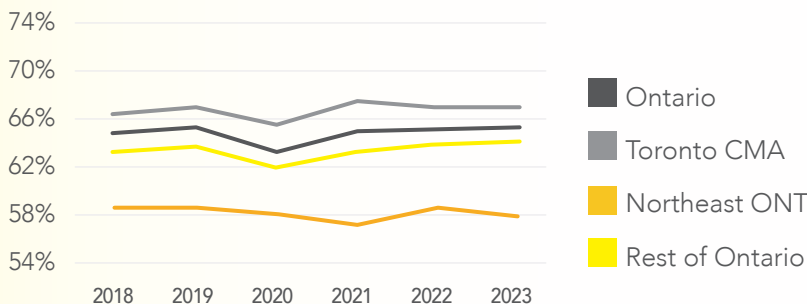
| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-------------------|-------|-------|-------|-------|-------|-------|
| Toronto CMA | 66.4% | 67.1% | 65.9% | 67.4% | 67.3% | 67.3% |
| Ontario | 64.9% | 65.3% | 63.7% | 65.2% | 65.4% | 65.5% |
| Rest of Ontario | 63.7% | 63.8% | 62.0% | 63.4% | 63.9% | 64.0% |
| Northeast Ontario | 58.4% | 58.5% | 58.1% | 57.2% | 58.5% | 57.7% |

Statistics Canada, Tables 14-10-0385-01 and 14-10-0393-01

There are also distinct differences in the level of their participation rates between the areas: the Toronto CMA regularly has a higher participation rate compared to the Rest of Ontario, while the participation rate for Northeast Ontario is considerably lower. This is primarily a function of age demographics – the more an area has a larger proportion of older individuals, the lower its participation rate. The Toronto CMA has a younger population on account of the high influx of new immigrants.

In terms of its trajectory, the participation rate declined in all areas because of COVID and then increased during the recovery afterwards, such that the participation rate in 2023 was usually slightly higher than it had been in 2018. The exception is Northeast Ontario, where the increase was slight and the 2023 rate was slightly lower than that in 2018.

CHART 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2023



Statistics Canada, Tables 14-10-0385-01 and 14-10-0393-01



Table 4 and Chart 4 present the monthly participation rate data for Rest of Ontario, the Toronto CMA and Northeast Ontario.

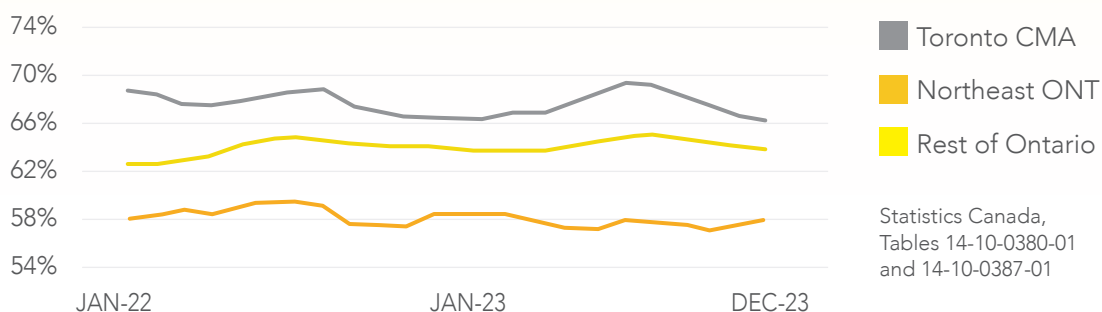
The pattern present in the annual participation rate data is evident in the monthly data as well: compared to the Rest of Ontario, the Toronto CMA has a higher participation rate and Northern Ontario has a lower rate. The participation rate also has an annual cycle to it, rising in the summer months (as students joining the labour force for summer jobs), and declining going into the fall and winter.

TABLE 4: Three-month moving average participation rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023

| JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | OCT | NOV | DEC |
|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2022 | | | | | | | | | | | |
| REST OF ONTARIO | | | | | | | | | | | |
| 62.6% | 62.6% | 62.9% | 63.4% | 64.1% | 64.5% | 64.7% | 64.5% | 64.2% | 64.0% | 63.8% | 63.9% |
| TORONTO CMA | | | | | | | | | | | |
| 68.5% | 68.1% | 67.4% | 67.3% | 67.5% | 68.0% | 68.3% | 68.4% | 67.6% | 67.0% | 66.4% | 66.3% |
| NORTHEAST ONTARIO | | | | | | | | | | | |
| 58.2% | 58.4% | 58.7% | 58.4% | 59.0% | 59.5% | 59.6% | 59.0% | 57.6% | 57.2% | 57.4% | 58.2% |
| 2023 | | | | | | | | | | | |
| REST OF ONTARIO | | | | | | | | | | | |
| 63.8% | 63.7% | 63.5% | 63.4% | 63.8% | 64.3% | 64.7% | 64.9% | 64.6% | 64.3% | 63.9% | 63.7% |
| TORONTO CMA | | | | | | | | | | | |
| 66.2% | 66.3% | 66.7% | 66.8% | 67.5% | 68.3% | 69.1% | 68.9% | 68.1% | 67.3% | 66.6% | 66.2% |
| NORTHEAST ONTARIO | | | | | | | | | | | |
| 58.5% | 58.4% | 58.1% | 57.6% | 57.3% | 57.2% | 57.8% | 57.7% | 57.6% | 57.2% | 57.5% | 57.8% |

Statistics Canada, Table 14-10-0380-01 and Table 14-10-0387-01

CHART 4: Three-month moving average participation rates, Rest of Ontario, Toronto CMA and Northeast Ontario, January 2022 – December 2023



Statistics Canada,
Tables 14-10-0380-01
and 14-10-0387-01

Job Vacancy Rates

The job vacancy rate is calculated by adding up all job vacancies reported by employers and divided by the total number of filled jobs plus the total number of vacant jobs.

Table 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2023, the last quarter for which there is data. During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Region,³ the Rest of Ontario (Ontario minus the Toronto Region) and Northeast Ontario. Chart 6 illustrates the data.

TABLE 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2023

| | Q1 | Q2 | Q3 | Q4 |
|-------------------|------|------|------|------|
| 2019 | | | | |
| Toronto Region | 3.1% | 3.2% | 3.1% | 3.0% |
| Rest of Ontario | 3.0% | 3.4% | 3.2% | 2.8% |
| Northeast Ontario | 3.1% | 4.0% | 3.2% | 2.7% |
| 2020 | | | | |
| Toronto Region | 2.8% | — | — | 3.3% |
| Rest of Ontario | 2.9% | — | — | 3.5% |
| Northeast Ontario | 2.9% | — | — | 3.6% |
| 2021 | | | | |
| Toronto Region | 3.2% | 4.0% | 5.0% | 5.1% |
| Rest of Ontario | 3.3% | 4.6% | 5.5% | 5.4% |
| Northeast Ontario | 3.5% | 4.7% | 5.3% | 5.3% |
| 2022 | | | | |
| Toronto Region | 5.1% | 5.3% | 5.1% | 4.4% |
| Rest of Ontario | 5.1% | 6.1% | 5.8% | 4.9% |
| Northeast Ontario | 5.5% | 6.5% | 6.1% | 4.7% |
| 2023 | | | | |
| Toronto Region | 3.8% | 3.8% | 3.5% | — |
| Rest of Ontario | 4.3% | 4.5% | 4.0% | — |
| Northeast Ontario | 4.9% | 5.2% | 4.7% | — |

Statistics Canada, Table 14-10-0057-01



³ The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Region.

Before COVID, the job vacancy rate fluctuated between a relatively narrow band throughout 2019 and Q1 2020. Right after COVID, the job vacancy rate increased considerably, actually doubling by Q2 2022 in Northeast Ontario, slightly lower in the Rest of Ontario, and lower still in the Toronto CMA. There followed a slow and steady decline, although by Q3 2023, the job vacancy rate was still higher in each of these three areas than it had been during any quarter in 2019.

Throughout this period, the average offered hourly wage rose (Chart 6), although at a steady pace, with little difference in the rate of increase between the pre-and post-COVID periods in the Rest of Ontario and the Toronto Region, whereas in Northeast Ontario, the wage increased more in the post-COVID period, after stagnating in the pre-COVID period.

CHART 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2023

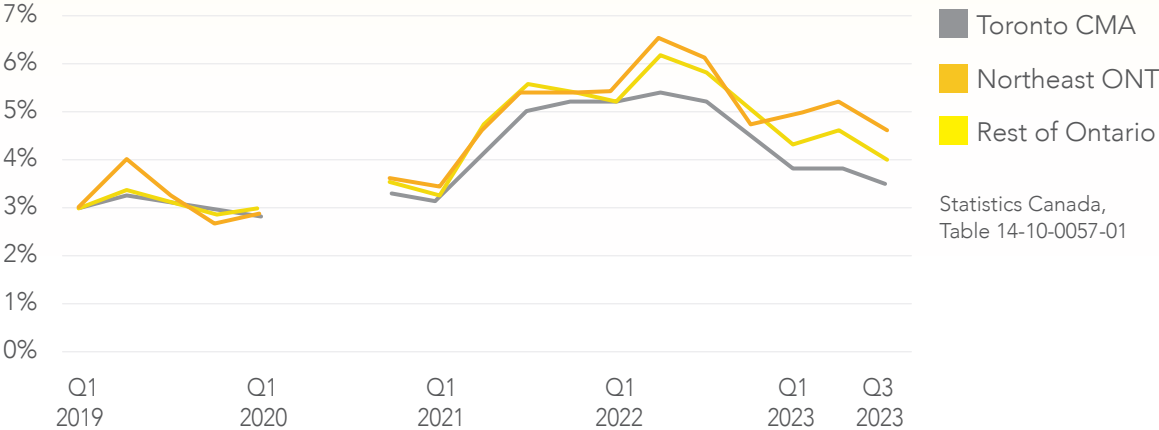
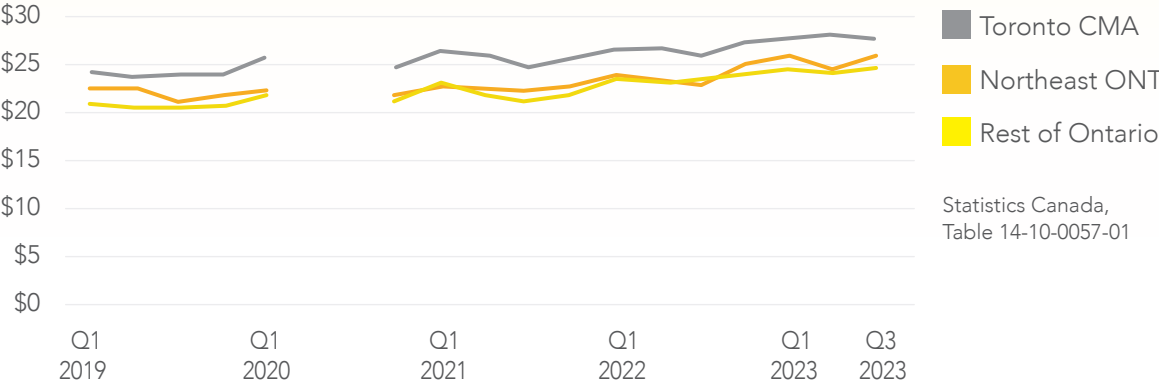


CHART 6: Average offered hourly wage, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2023



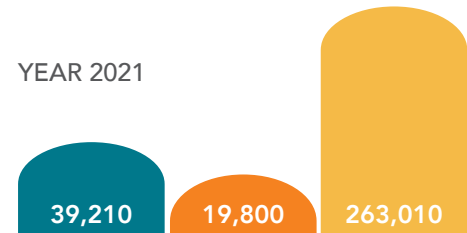
Tax Filer Data

Tax filer data is derived from T1 income tax returns, where income tax forms filled out in the spring provide data on employment income in the previous calendar year. The tax filer data represents over 70% of the total population aged 15 years and older.

Table 6 shows the total number of tax filers with reported employment income⁴ for 2017 to 2021 (the most recent year for which there is data).

TABLE 6: Total number of tax filers with employment income, Nipissing, Parry Sound and Northeast Ontario, 2017-2021

| | 2017 | 2018 | 2019 | 2020 |
|---------------|---------|---------|---------|---------|
| Nipissing | 38,520 | 39,200 | 38,530 | 38,550 |
| Parry Sound | 19,740 | 19,950 | 19,560 | 19,460 |
| Northeast ONT | 265,100 | 268,870 | 262,540 | 260,940 |



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021



The number of tax filers have gone up and down over the last five years, increasing in 2018, decreasing in 2019, increasing very slightly in Nipissing but decreasing in Parry Sound and Northeast Ontario, and increasing yet again in 2021.

⁴ Includes wages, salaries, commissions, tips and gratuities.

Tables 7 and 8 provide the data for median employment income,⁵ for each of males and females, for Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2021 dollars, to remove the effect of inflation.

The changes in median employment income and the comparisons between areas are easier to visualize when expressed in a chart. **Charts 7 and 8** illustrate the trend in median employment income profiled in Tables 7 and 8.

TABLE 7: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

| | 2017 | 2018 | 2019 | 2020 | 2021 |
|---------------|----------|----------|----------|----------|----------|
| Nipissing | \$41,453 | \$41,952 | \$41,702 | \$42,332 | \$44,160 |
| Parry Sound | \$37,076 | \$38,387 | \$38,434 | \$39,127 | \$42,030 |
| Northeast ONT | \$45,178 | \$46,122 | \$45,856 | \$46,396 | \$48,400 |
| Toronto CMA | \$48,468 | \$48,891 | \$48,563 | \$49,467 | \$51,130 |
| Rest of ONT | \$47,814 | \$48,379 | \$48,002 | \$48,244 | \$50,026 |

TABLE 8: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021(2021 dollars)

| | 2017 | 2018 | 2019 | 2020 | 2021 |
|---------------|----------|----------|----------|----------|----------|
| Nipissing | \$32,580 | \$32,955 | \$33,135 | \$33,615 | \$35,200 |
| Parry Sound | \$29,528 | \$30,217 | \$30,074 | \$30,979 | \$32,560 |
| Northeast ONT | \$32,656 | \$33,570 | \$34,009 | \$34,680 | \$36,230 |
| Toronto CMA | \$36,935 | \$37,687 | \$37,476 | \$36,986 | \$39,750 |
| Rest of ONT | \$34,469 | \$35,512 | \$35,600 | \$35,395 | \$37,236 |

Tables 7 and 8, Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021



⁵ Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the wage earners earn less than that amount and 50% of the wage earners earn more than that amount.

A few observations about this data:

- The ranking of median employment income is the same for males and females: the Toronto CMA has the highest value, followed by the Rest of Ontario, Northeast Ontario, then Nipissing and Parry Sound.
- The median employment income for males in Nipissing and Parry Sound is considerably below the other income levels profiled, while for females, the Nipissing figures are closer to the Northeast Ontario numbers, while the Parry Sound incomes are lower.
- In general, median employment income has trended upwards, although it did decline for males in all areas in 2019, and for females in Parry Sound and the Toronto CMA in 2019, and in the Toronto CMA and the Rest of Ontario in 2020.
- Median employment income had a large increase in all areas in 2021.
- In all areas, the male median employment income is considerably higher than that for females, anywhere from around 26% to 36% higher, over the five years.

CHART 7: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)

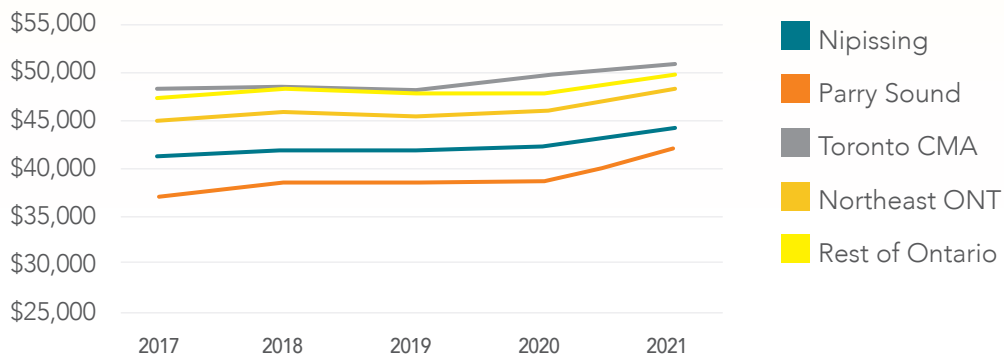
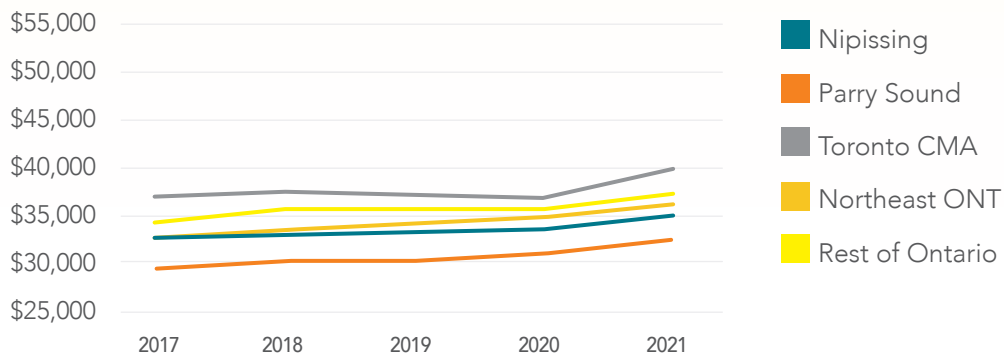


CHART 8: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2021 (2021 dollars)



Charts 7 and 8, Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2021

Migration Data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016-2017 to 2020-2021.

Tables 9 and 10 show the net migration figures by age group for each year between 2016/17 and 2020/21, as well as the net total for the five years, for each of Nipissing and Parry Sound. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

TABLE 9: Net Migration by Age Groups, Nipissing, 2016-17 to 2020-21

| | AGE | | | | | TOTAL |
|--------------------|------|-------|-------|-------|-----|-------|
| | 0-17 | 18-24 | 25-44 | 45-64 | 65+ | |
| 2016-17 | 51 | 34 | 47 | 164 | 19 | 315 |
| 2017-18 | 22 | 90 | 12 | 172 | -1 | 295 |
| 2018-19 | 183 | 95 | 175 | 179 | -3 | 629 |
| 2019-20 | 132 | 127 | 274 | 232 | 39 | 804 |
| 2020-21 | 282 | 98 | 255 | 293 | 92 | 1,020 |
| 2016-17 to 2020-21 | 670 | 444 | 763 | 1,040 | 146 | 3,063 |

Nipissing has had net migration in all age categories and in each year (except for two small negative numbers among those aged 65 years and older in 2017-18 and 2018-19). The trend line in total net migration has been generally upward each year. Around one-third of net migrants are 45-64 years old, with around one-quarter aged 25-44 years old, and somewhat less than a quarter aged 0-17 years old.

TABLE 10: Net Migration by Age Groups, Parry Sound, 2016-17 to 2020-21

| | AGE | | | | | TOTAL |
|--------------------|------|-------|-------|-------|------|-------|
| | 0-17 | 18-24 | 25-44 | 45-64 | 65+ | |
| 2016-17 | 89 | -54 | 50 | 422 | -127 | 380 |
| 2017-18 | 128 | -72 | 151 | 378 | 5 | 590 |
| 2018-19 | 29 | -1 | 68 | 354 | -142 | 308 |
| 2019-20 | 113 | -31 | 120 | 428 | -80 | 550 |
| 2020-21 | 104 | -4 | 128 | 461 | -7 | 682 |
| 2016-17 to 2020-21 | 463 | -162 | 517 | 2,043 | -351 | 2,510 |

Parry Sound has also had a generally upward trend in its net migration numbers, although in two age categories it has a net loss of residents, among those aged 18-24 years old and those aged 65 years and older. By far, the biggest category of net migrants is those aged 45-64 years old.

Between 2016-17 and 2017-18, Parry Sound had slightly more net migrants than Nipissing, but in the three years following, Nipissing has had considerably more net migrants.

Tables 9 and 10, Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

Profiling the data by where migrants were coming from and going to provides a further insight into migration patterns. Table 11 shows that data, categorized as follows:

- **Intra-provincial:** movement to and from Ontario
- **Interprovincial:** movement to and from Canada, excluding Ontario
- **International:** movement to and from outside Canada

TABLE 11: Net Migration by Source and Destination, Nipissing, 2016-2021

| | INTRA-PROVINCIAL | | INTERPROVINCIAL | | INTERNATIONAL | | TOTAL | |
|--------------------|------------------|---------|-----------------|---------|---------------|---------|-------|---------|
| | Males | Females | Males | Females | Males | Females | Males | Females |
| 2016-17 | 215 | 216 | -57 | -32 | 4 | -31 | 162 | 153 |
| 2017-18 | 210 | 89 | 21 | 3 | -11 | -17 | 220 | 75 |
| 2018-19 | 281 | 283 | -11 | 7 | 39 | 30 | 309 | 320 |
| 2019-20 | 382 | 346 | -49 | -63 | 86 | 102 | 419 | 385 |
| 2020-21 | 504 | 459 | -5 | -46 | 59 | 49 | 558 | 462 |
| 2016-17 to 2020-21 | 1,592 | 1,393 | -101 | -131 | 177 | 133 | 1,668 | 1,395 |

In the case of Nipissing (Table 11), the pattern is as follows: a very significant net number of residents arrive in Nipissing from other parts of Ontario, and that number has been increasing; there is a small net migration out of Nipissing to other provinces, and there is a small but slightly increasing number of net migrants from international sources.

TABLE 12: Net Migration by Source and Destination, Parry Sound, 2016-2021

| | INTRA-PROVINCIAL | | INTERPROVINCIAL | | INTERNATIONAL | | TOTAL | |
|--------------------|------------------|---------|-----------------|---------|---------------|---------|-------|---------|
| | Males | Females | Males | Females | Males | Females | Males | Females |
| 2016-17 | 280 | 133 | -14 | -22 | 0 | 3 | 266 | 114 |
| 2017-18 | 341 | 303 | -19 | -11 | -5 | -19 | 317 | 273 |
| 2018-19 | 183 | 120 | 2 | 2 | -2 | 3 | 183 | 125 |
| 2019-20 | 313 | 261 | -27 | -33 | 16 | 20 | 302 | 248 |
| 2020-21 | 325 | 381 | -21 | -29 | 17 | 9 | 321 | 361 |
| 2016-17 to 2020-21 | 1,442 | 1,198 | -79 | -93 | 26 | 16 | 1,389 | 1,121 |

Tables 11 and 12, Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/21

The pattern in Parry Sound is somewhat similar: migrants from the rest of Ontario represent almost all of the net total migrants to Parry Sound, but that number is only slightly increasing; there is a small net migration out of Parry Sound to other provinces; and there is a very small net migration from international sources.

Change in Occupations

With the 2021 Census, occupations were assigned following the National Occupation Classification (NOC), which had been revised in 2021. The most important change for this data related to how Management Occupations were classified. In the previous NOC structure, all management occupations were under one heading. In the 2021 NOC, Management Occupations now only refer to legislative and senior management occupations. Specific management roles, such as Managers in Health Care or Restaurant Managers, which used to be classified under Management Occupations, are now classified under the relevant occupation category, so that Managers in Health Care are found in Health Occupations, and Restaurant Managers are found in Sales and Service Occupations.

The dispersal of these many management occupations into their respective occupational categories is the major reason why the Management Occupations category would appear to have shrunk considerably, and each occupation category also grew with the addition of these management occupations.

As a consequence, the Ontario Ministry of Labour, Immigration, Training and Skills Development included in its custom purchase of 2021 Census data for the workforce planning boards a table which catalogued the 2021 count of occupations based on the older NOC 2016 version, so that a straight comparison can be made in terms of changing levels of employment. This data is presented in Table 13 for Ontario.

TABLE 13: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Ontario

| | 2021 NUMBER | 2016-2021 CHANGE | 2021 % SHARE |
|---|------------------|------------------|--------------|
| ALL OCCUPATIONS | 6,492,895 | -1.8% | 100% |
| Management occupations | 849,685 | 10.4% | 13.1% |
| Business, finance, administration | 1,074,185 | -0.1% | 16.5% |
| Natural and applied sciences | 595,970 | 20.3% | 9.2% |
| Health occupations | 505,135 | 15.6% | 7.8% |
| Education, law, social, government | 794,640 | -0.7% | 12.2% |
| Art, culture, recreation and sport | 187,860 | -9.5% | 2.9% |
| Sales and service occupations | 1,223,535 | -19.6% | 18.8% |
| Trades, transport, equipment operators | 873,535 | 0.8% | 13.5% |
| Primary occupations (natural resources) | 92,450 | -9.3% | 1.4% |
| Manufacturing + utilities occupations | 295,905 | -12.1% | 4.6% |

The total change in employment between 2016 and 2021 was minus 1.8% (regardless of which occupation classification one uses). However, there are very clear differences between growth and decline rates of the broad occupation categories.

Significant declines in employment

- Sales and Service Occupations (minus 19.6%)
- Occupations in Manufacturing and Utilities (minus 12.1%)
- Occupations in Art, Culture, Recreation and Sport (minus 9.5%)

Significant increases in employment

- Natural and Applied Sciences Occupations (plus 20.3%)
- Health Occupations (plus 15.6%)
- Management Occupations (plus 10.4%)

Little change

- Trades, Transport and Equipment Operators and Related Occupations (plus 0.8%)
- Business, Finance and Administration Occupations (minus 0.1%)
- Occupations in Education, Law and Social, Community and Government Services (minus 0.7%)

Two of the occupational categories with significant employment losses (Sales and Service Occupations; Occupations in Art, Culture, Recreation and Sport) have a large proportion of their jobs in industries which were negatively affected by COVID: Arts, Entertainment and Recreation; Retail Trade; Accommodation and Food Services; and Other Services. The third occupational category with considerable losses was Occupations in Manufacturing and Utilities, where we have seen a slow decline in its share of total employment over the decades.

Table 14 shows this same data for Nipissing and Parry Sound (the data is only available for the workforce planning board area, not for each separate census division). Overall, there was a decline in employment in the Labour Market Group area of 1.2% between 2016 and 2021, just a bit less than the provincial decline of 1.8%. (Last year, the data by census division showed that the decline in Nipissing was 3.3%, while Parry Sound had a net increase in employment of 2.5%).

TABLE 14: Employment by occupation; Comparison between 2016 and 2021 based on 2016 NOC, Nipissing and Parry Sound

| | 2021 NUMBER | 2016-2021 CHANGE | 2021 % SHARE |
|---|---------------|------------------|---------------|
| ALL OCCUPATIONS | 53,035 | -1.2% | 100.0% |
| Management occupations | 6,310 | 12.6% | 11.9% |
| Business, finance, administration | 7,360 | -2.6% | 13.9% |
| Natural and applied sciences | 2,750 | 0.7% | 5.2% |
| Health occupations | 5,240 | 10.3% | 9.9% |
| Education, law, social, government | 7,180 | -1.0% | 13.5% |
| Art, culture, recreation and sport | 955 | -9.5% | 1.8% |
| Sales and service occupations | 11,020 | -14.4% | 20.8% |
| Trades, transport, equipment operators | 9,335 | 2.0% | 17.6% |
| Primary occupations (natural resources) | 1,155 | 6.9% | 2.2% |
| Manufacturing + utilities occupations | 1,730 | 7.8% | 3.3% |

Statistics Canada, 2016 and 2021 Census

Among some categories, the large employment declines in Nipissing and Parry Sound are comparable to those experienced province-wide:

- Sales and Service Occupations (minus 14.4%, compared to minus 19.6% at the provincial level)
- Occupations in Art, Culture, Recreation and Sport (minus 9.5%, the same as the provincial figure)

The other declines were smaller:

- Business, Finance and Administration Occupations (declined by 2.6%, compared to only minus 0.1% provincially)
- Occupations in Education, Law and Social, Community and Government Services (minus 1.0%, very similar to the minus 0.7% provincially)

There were some bright spots:

- Management Occupations increase 12.6% (provincially, the increase was 10.4%)
- Health Occupations increased 10.3% (provincially, the increase was 15.6%)
- Natural Resources, Agriculture and Related Production Occupations grew by 6.9%, while provincially this category declined by 9.3%
- Occupations in Manufacturing and Utilities increased by 7.8%, while provincially it declined by 12.1% – plus 8.9%

Two other occupational categories had small increases: Natural and Applied Sciences Occupations (0.7%, much lower than the provincial increase of 20.3%), and Trades, Transport and Equipment Operators and Related Occupations (an increase of 2.0%, similar to the provincial increase of 0.8%).



2021 Census: Population Categories of Residents Aged 15 Years and Older

The following tables highlight various population groups among the resident population aged 15 years and older, representing the potential labour force in each of Nipissing and Parry Sound. Some of these proportions may differ slightly from those for the entire population, because the latter includes persons aged under 15 years old.

TABLE 15: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Nipissing

| | 2021 | % SHARE | 2016 | % CHANGE 2016-21 |
|--------------------|--------|---------|--------|------------------|
| Total | 70,735 | 100.0% | 68,995 | 2.5% |
| Indigenous | 9,605 | 13.6% | 9,135 | 5.1% |
| Racialized | 2,105 | 3.0% | 1,400 | 50.4% |
| Newcomer | 295 | 0.4% | 215 | 37.2% |
| GENDER | | | | |
| Males | 34,475 | 48.7% | 33,480 | 3.0% |
| Females | 36,260 | 51.3% | 35,515 | 2.1% |
| AGE | | | | |
| 15-24 years old | 8,845 | 12.5% | 9,430 | -6.2% |
| 25-44 years old | 19,185 | 27.1% | 18,470 | 3.9% |
| 45-64 years old | 24,240 | 34.3% | 25,175 | -3.7% |
| 65 years and older | 18,470 | 26.1% | 15,915 | 16.1% |

Statistics Canada, 2016 and 2021 Census

Nipissing highlights from Table 15:

- There was a moderate increase (2.5%) in the number of Nipissing residents aged 15 years and older between 2016 and 2021.
- Almost 14% of the Nipissing population aged 15 years and older is Indigenous, and the Indigenous population is growing slightly faster than the overall population.
- Racialized and newcomer populations make up a small proportion of the Nipissing population, but they are growing at a considerable rate, although even at such a rate, these populations will continue to be a smaller proportion of the population for some time to come.
- There are slightly more females than males, although the male population grew at a slightly faster rate.
- There was a decline in the number of those aged 15-24 years old and 45-64 years old, a little increase among those aged 25-44 years old, and a large increase among those aged 65 years and older.

TABLE 16: Population categories of residents aged 15 years and older, by age, gender, Indigenous identity, racialized person, and newcomer (arrived in Canada in the last five years), 2021 and 2016, Parry Sound

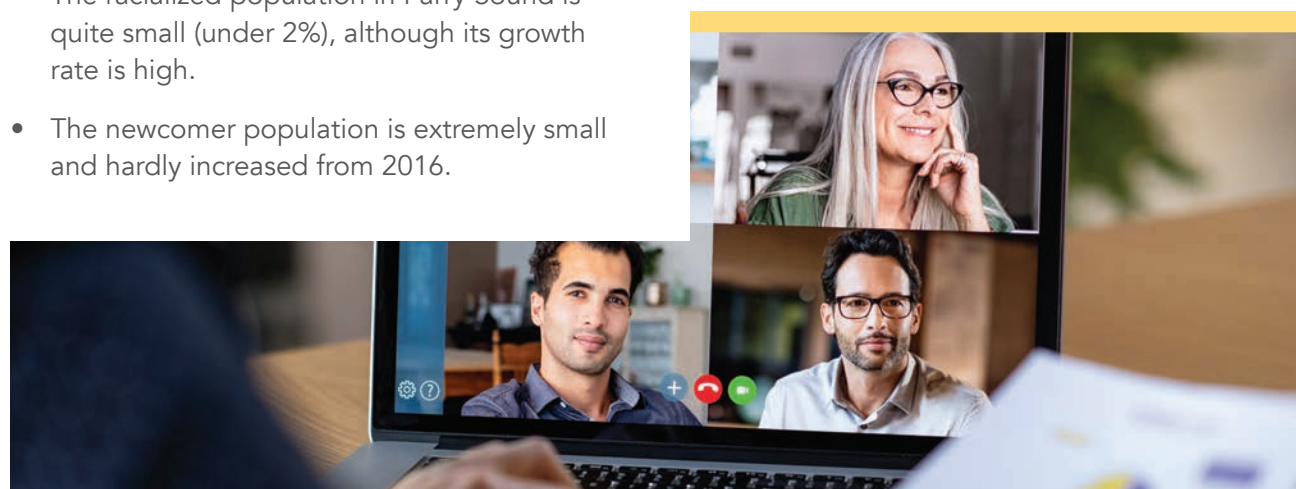
| | 2021 | % SHARE | 2016 | % CHANGE 2016-21 |
|--------------------|--------|---------|--------|------------------|
| Total | 39,930 | 100.0% | 36,460 | 9.5% |
| Indigenous | 2,665 | 6.7% | 2,465 | 8.1% |
| Racialized | 735 | 1.8% | 480 | 53.1% |
| Newcomer | 125 | 0.3% | 120 | 4.2% |
| GENDER | | | | |
| Males | 20,135 | 50.4% | 18,200 | 10.6% |
| Females | 19,800 | 49.6% | 18,260 | 8.4% |
| AGE | | | | |
| 15-24 years old | 3,475 | 8.7% | 3,705 | -6.2% |
| 25-44 years old | 8,515 | 21.3% | 7,695 | 10.7% |
| 45-64 years old | 14,500 | 36.3% | 14,190 | 2.2% |
| 65 years and older | 13,435 | 33.6% | 10,870 | 23.6% |

Statistics Canada, 2016 and 2021 Census

Parry Sound highlights from Table 16:

- There was a considerable increase (9.5%) in the number of Parry Sound residents aged 15 years and older between 2016 and 2021.
- Close to 7% of the Parry Sound population aged 15 years and older is Indigenous (around half the proportion in Nipissing), and the Indigenous population is growing at a slightly slower than the overall population.
- The racialized population in Parry Sound is quite small (under 2%), although its growth rate is high.
- The newcomer population is extremely small and hardly increased from 2016.

- There are slightly more males than females, and the rate of growth for males was slightly higher than that for females.
- There was a decline in the number of residents aged 15-24 years old, and a slight increase among those aged 45-64 years old, whereas there was a considerable increase among those aged 25-44 years old and a large increase among those aged 65 years and older.



Youth Not in School, Not Employed and Not Looking for Work

The 2021 Census data allows us to quantify those youth who were not in school,⁶ not working in a job and not looking for work—NEET youth (Not in Education, Employment or Training). The following tables break down the school and labour force activities for youth, for both 15 to 19 year olds and for 20 to 24 year olds, for Nipissing and Parry Sound. First, for those aged 15-19 years old:



TABLE 17: School attendance, all youth aged 15-19 years old, Nipissing, 2021

| | NUMBER | | | PERCENTAGE | | |
|-----------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| TOTAL | 4,415 | 2,325 | 2,085 | 100% | 100% | 100% |
| Attended school | 3,770 | 1,925 | 1,850 | 85% | 83% | 89% |
| Elementary | 2,985 | 1,600 | 1,385 | 68% | 69% | 66% |
| College etc. | 395 | 175 | 220 | 9% | 8% | 11% |
| University | 370 | 140 | 230 | 8% | 6% | 11% |
| Multiple responses | 20 | 10 | 15 | 1% | 0% | 1% |
| Did not attend school | 640 | 410 | 235 | 15% | 18% | 11% |

TABLE 18: Labour force status of youth not attending school, youth aged 15-19 years old, Nipissing, 2021

| | NUMBER | | | PERCENTAGE | | |
|--------------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| ALL NOT ATTENDING SCHOOL | 640 | 410 | 235 | 100% | 100% | 100% |
| Employed | 285 | 200 | 85 | 45% | 49% | 36% |
| Unemployed | 95 | 45 | 50 | 15% | 11% | 21% |
| Not in the labour force | 265 | 165 | 100 | 41% | 40% | 43% |
| % NEET† | 6.0% | 7.1% | 4.8% | — | — | — |

† The NEET calculation is the number not in the labour force from Table 18 divided by the total number of youths from Table 17, expressed as a percentage

⁶ School attendance includes full-time or part-time enrolment, including for any program that can be used as credits towards a certificate, diploma or degree, including a registered apprenticeship program, private business schools, private or public trade schools and vocational schools. It does not include training received from an employer unless it could be used as credit. School attendance can take place any time during the nine months prior to the Census (May 11, 2021) and includes distance learning for credit.

TABLE 19: School attendance, all youth aged 15-19 years old, Parry Sound, 2021

| | NUMBER | | | PERCENTAGE | | |
|-----------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| TOTAL | 1,965 | 1,025 | 935 | 100% | 100% | 100% |
| Attended school | 1,565 | 770 | 795 | 80% | 75% | 85% |
| Elementary | 1,335 | 700 | 635 | 68% | 68% | 68% |
| College etc. | 90 | 45 | 40 | 5% | 4% | 4% |
| University | 130 | 20 | 110 | 7% | 2% | 12% |
| Multiple responses | 10 | 0 | 0 | 1% | 0% | 0% |
| Did not attend school | 400 | 255 | 145 | 20% | 25% | 16% |

TABLE 20: Labour force status of youth not attending school, youth aged 15-19 years old, Parry Sound, 2021

| | NUMBER | | | PERCENTAGE | | |
|--------------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| ALL NOT ATTENDING SCHOOL | 400 | 255 | 145 | 100% | 100% | 100% |
| Employed | 195 | 110 | 90 | 49% | 43% | 62% |
| Unemployed | 55 | 30 | 20 | 14% | 12% | 14% |
| Not in the labour force | 145 | 115 | 30 | 36% | 45% | 21% |
| % NEET† | 7.4% | 11.2% | 3.2% | — | — | — |

† The NEET calculation is the number not in the labour force from Table 20 divided by the total number of youths from Table 19, expressed as a percentage



By far, most youth aged 15 to 19 years of age are still attending school (80% to 85% of the total), primarily in elementary (which in this table includes secondary school), as illustrated in Tables 17 and 19. However, the proportion of males aged 15-19 years old in Parry Sound who are attending school is 75%, rather less than the other percentages. Of those not attending school, almost half (45% in Nipissing, 49% in Parry Sound) are employed (Tables 18 and 20). Around 40% of those not attending school are not in the labour force (neither employed nor looking for work, which is the category of unemployed). The exception is females in Parry Sound, where a larger portion are employed.

TABLE 21: School attendance, all youth aged 20-24 years old, Nipissing, 2021

| | NUMBER | | | PERCENTAGE | | |
|-----------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| TOTAL | 4,430 | 2,270 | 2,160 | 100% | 100% | 100% |
| Attended school | 1,955 | 840 | 1,120 | 44% | 37% | 52% |
| Elementary | 90 | 70 | 20 | 2% | 3% | 1% |
| College etc. | 860 | 375 | 490 | 19% | 17% | 23% |
| University | 980 | 370 | 605 | 22% | 16% | 28% |
| Multiple responses | 25 | 25 | 0 | 1% | 1% | 0% |
| Did not attend school | 2,475 | 1,435 | 1,045 | 56% | 63% | 48% |

TABLE 22: Labour force status of youth not attending school, youth aged 20-24 years old, Nipissing, 2021

| | NUMBER | | | PERCENTAGE | | |
|--------------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| ALL NOT ATTENDING SCHOOL | 2,475 | 1,435 | 1,045 | 100% | 100% | 100% |
| Employed | 1,590 | 945 | 650 | 64% | 66% | 62% |
| Unemployed | 420 | 255 | 165 | 17% | 18% | 16% |
| Not in the labour force | 460 | 235 | 230 | 19% | 16% | 22% |
| % NEET† | 10.4% | 10.4% | 10.6% | — | — | — |

† The NEET calculation is the number not in the labour force from Table 22 divided by the total number of youths from Table 21, expressed as a percentage

Among youth aged 20 to 24 years of age, a higher proportion are attending school in Nipissing compared to Parry Sound (Tables 21 and 23). The proportion is especially higher among females in Nipissing, who outpace males by considerable margins in college and university attendance. Females in Parry Sound also have a higher university attendance, but not so for college attendance.

Among those not in school almost two-thirds (64% and 68%) are employed. In Nipissing, the proportion who are unemployed (17%) and the proportion who are not in the labour force (19%) is about the same, with females more likely not to be in the labour force (Table 22). In Parry Sound, a higher proportion of those 20–24-year-olds not attending school are not in the labour force (20%), with females having a higher rate than males.



TABLE 23: School attendance, all youth aged 20-24 years old, Parry Sound, 2021

| | NUMBER | | | PERCENTAGE | | |
|-----------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| TOTAL | 1,515 | 780 | 730 | 100% | 100% | 100% |
| Attended school | 500 | 230 | 270 | 33% | 30% | 37% |
| Elementary | 15 | 10 | 10 | 1% | 1% | 1% |
| College etc. | 195 | 105 | 90 | 13% | 14% | 12% |
| University | 290 | 115 | 175 | 19% | 15% | 24% |
| Multiple responses | 0 | 0 | 0 | 0% | 0% | 0% |
| Did not attend school | 1,010 | 550 | 460 | 67% | 71% | 63% |

TABLE 24: Labour force status of youth not attending school, youth aged 20-24 years old, Parry Sound, 2021

| | NUMBER | | | PERCENTAGE | | |
|--------------------------|--------|-------|---------|------------|-------|---------|
| | Total | Males | Females | Total | Males | Females |
| ALL NOT ATTENDING SCHOOL | 1,010 | 550 | 460 | 100% | 100% | 100% |
| Employed | 685 | 410 | 275 | 68% | 75% | 60% |
| Unemployed | 120 | 55 | 60 | 12% | 10% | 13% |
| Not in the labour force | 205 | 85 | 120 | 20% | 16% | 26% |
| % NEET† | 13.5% | 10.9% | 16.4% | — | — | — |

† The NEET calculation is the number not in the labour force from Table 24 divided by the total number of youths from Table 23, expressed as a percentage

For males and females, for both those aged 15-19 and 20-24 years old, Nipissing and Parry Sound have a higher proportion of NEET youth compared to the provincial average. In almost all categories, these proportions have increased since 2016. Part of this could be on account of when the Census was carried out, when there were fewer entry-level service sector jobs available in the aftermath of COVID. Nevertheless, it is worrisome that these proportions would have increased.

TABLE 25: NEET rates, youth aged 15 to 19 and 20 to 24 years old, Nipissing, Parry Sound and Ontario, 2016 and 2021

| | 2016 | | 2021 | |
|-------------|-----------------|--------------------|-----------------|--------------------|
| | 15-19 years old | 20 to 24 years old | 15-19 years old | 20 to 24 years old |
| Nipissing | 3.8% | 10.1% | 6.0% | 10.4% |
| Parry Sound | 8.0% | 10.1% | 7.4% | 13.5% |
| Ontario | 4.8% | 7.2% | 5.4% | 8.9% |



CANADIAN BUSINESS COUNTS

Introduction

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data to measure the impact that COVID had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

We are also including data from another Statistics Canada program, the Experimental Estimates for Business Openings and Closures, as this provides another perspective regarding how businesses (and, by inference, employment) were affected during and after the pandemic.

Experimental Estimates for Business Openings and Closures

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

- **Business openings:** An establishment that had no employee in the previous month but has an employee in the current month.
- **Business closures:** An establishment that had an employee in the previous month but has no employee in the current month.
- **Active businesses:** An establishment that has an employee in the current month.
- **Continuing businesses:** An establishment that had an employee in the previous month and has an employee in the current month.

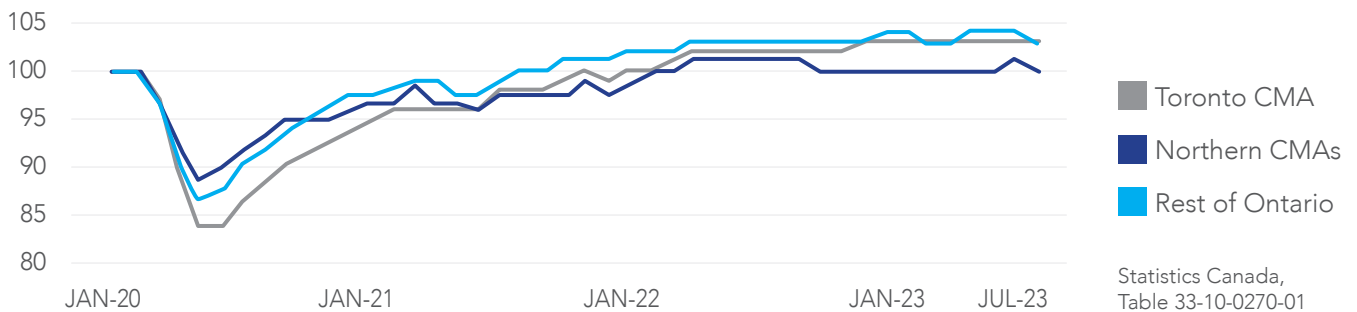
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements.

The data being profiled is up to August 2023, which is relatively close to the June 2023 date for the Canadian Business Counts figures which are reviewed in the remaining part of this analysis.

Active businesses. Chart 1 profiles active businesses in the Rest of Ontario (that is, excluding the Toronto Census Metropolitan Area or CMA), the Toronto CMA and a combination of the two Northern Ontario CMAs for which there is data (Sudbury CMA and Thunder Bay CMA). Monthly data is provided from January 2020, to show the pattern just before COVID hit (March 2020), up to the most recent available figures (August 2023). All data in the chart is expressed in relation to the number of businesses active in January 2020; that figure is given a value of 100 and all subsequent months are in relation to that figure of 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

CHART 1: Ratio of active businesses, Rest of Ontario, Toronto CMA and Northern CMAs, January 2020 to August 2023 (January 2020 = 100) (seasonally adjusted)



Overall, the broad trend for all three areas is much the same: a sharp drop right after COVID hits and then a recovery which takes over a year. However, the details are slightly different:

- The **Northern Ontario CMAs** did not experience as severe a drop after COVID (in May 2020, the number of active businesses was 11% below what it had been in January 2020) and their recovery was initially faster but then it plateaued, and stayed hovering at or very close to the same number of active businesses as were present in January 2020
- In the **Rest of Ontario**, the COVID impact was more significant (in May 2020, the number of active businesses were 13% below what they had been in January 2020), but the recovery was more robust, reaching the January 2020 number of active businesses by September 2021 and since then exceeding that number; in August 2023, the number of active businesses in the Rest of Ontario was around 3% higher than it had been in January 2020
- The **Toronto CMA** was more severely affected by COVID (in May 2020, the number of active businesses was 16% below what it had been in January 2020), and the recovery took a longer time (it took until January 2022 to return to the number of active businesses present in January 2020); the number of active businesses continued to grow; in August 2023, the number of active businesses in the Toronto CMA was around 3% higher than it had been in January 2020.

Industries. Several select industries are presented, to highlight not only different impacts caused by the pandemic depending on the industry, but also slightly different impacts by geography (Rest of Ontario versus Toronto CMA, the only areas for which there is data by industry categories).

Chart 2 presents the data for the Tourism industry, a special category created by StatCan, which includes Food and Beverage Services, portions of Accommodation Services and Recreation and Entertainment, and Travel Services. This was a sector especially hard hit because of COVID, as restrictions on gatherings and on travel shut down many tourism activities. To make comparisons easier, the number of active businesses present in January 2020 is given a value of 100 and all subsequent months are expressed in relation to that 100.



CHART 2: Ratio of active businesses, Tourism industry, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

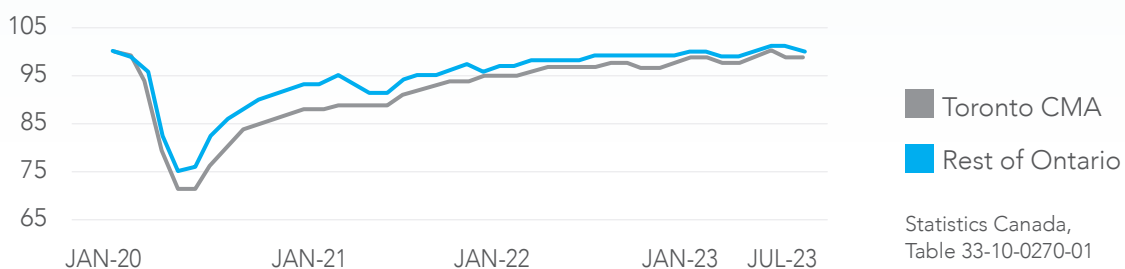


Chart 2 shows how COVID had a greater impact on the Tourism industry in the Toronto CMA, where the number of active businesses declined by 29% in May 2020, compared to January 2020, while in the Rest of Ontario, the decline was 23%. The recovery was more rapid in the Rest of Ontario, although it took until January 2023 to reach the same number of active businesses as had been present in January 2020; in the Toronto CMA, this moment was achieved in June 2023 (although since then the ratio has declined to 99).

Chart 3 illustrates the same figures, but for Other Services, which includes Repair and Maintenance establishments (includes all kinds of repair services, including auto repair), Personal and Laundry Services (hair care, esthetic services, funeral services, dry cleaning, tattoo parlours), Religious, Grant-making, Civic, Professional and Similar Organizations (places of worship, philanthropic foundations, advocacy groups, ethnic associations, chambers of commerce, professional associations, labour unions, political parties, sports leagues) and Private Households employing workers.

Other Services experienced a decline in active businesses right after COVID struck, but also a second round of declines that stretched between January to June 2021, around the time of the second lockdown. As with the Tourism industry, the Toronto CMA experienced a larger proportional decline among active businesses during both lockdown periods. Even though by the spring of 2022 both areas were reaching over 95% of their active business number in January 2020, even by August 2023 the number of active businesses had not yet returned to the January 2020 level.

CHART 3: Ratio of active businesses, Other Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

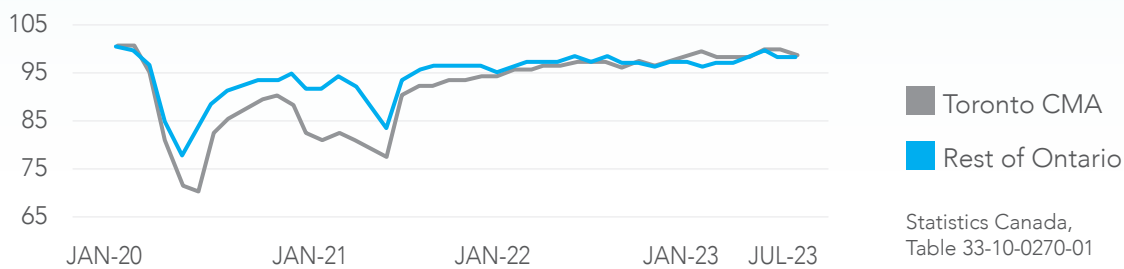


Chart 4 illustrates the figures for the Professional, Scientific and Technical Services sector, made up of professional firms such as lawyers, accountants, engineers, management consultants or IT specialists. Overall, this sector was only partly affected by COVID, in large measure because many of these professionals were able to carry on business by working remotely from home. Their lowest level of active businesses occurred in June 2020, when the Rest of Ontario fell to 95 (a decline of 5%) and the Toronto CMA numbers fell to 91 (a decline of 9%), compared to the January 2020 level. By the end of 2020, both areas had already returned to the level of active businesses present in January 2020, and by the end of 2022, the number of active businesses in both areas were around 8% higher than January 2020. Through 2023, Toronto CMA has stayed at this level, while in the Rest of Ontario, it has reached at various times 9% and 10% higher.

CHART 4: Ratio of active businesses, Professional, Scientific & Technical Services, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)

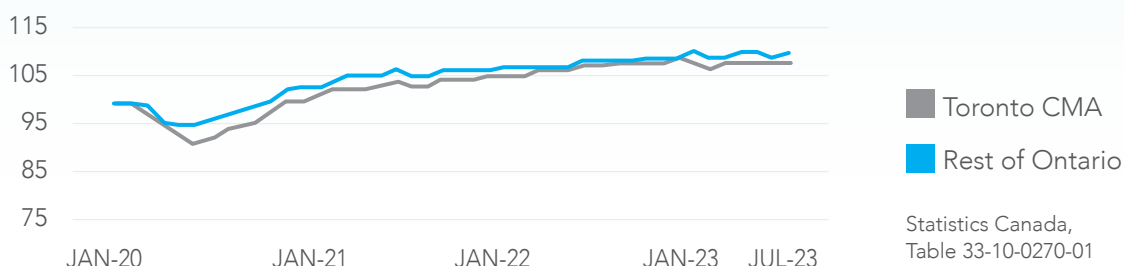
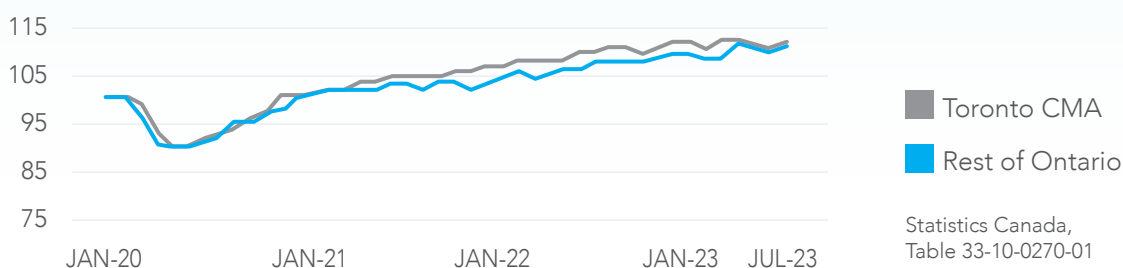


Chart 5 presents the trends for the Food Manufacturing sector. Through May and June 2020, the index for both areas fell to 90, which meant that the number of active businesses in this sector were 10% below what they had been in January 2020. But there was quite a rapid recovery: by January 2021, the ratio stood at 100 for both areas. By end of 2021, the ratio for both areas was around 105, and by the end of 2022, around 108 to 109, with the numbers levelling off around that level through 2023. In this sector, the level for the Toronto CMA has generally been slightly higher than that for the Rest of Ontario.

CHART 5: Ratio of active businesses, Food Manufacturing, Toronto CMA and Rest of Ontario, January 2020 to August 2023 (January 2020 = 100)



Looking in rapid succession through each of these four charts, one can see there is a different trajectory for each of these four sectors, illustrating how the impact of COVID varied on the number of active businesses. As the numbers recovered, there has tended to be a flat-lining of the ratios through 2023, which may be a consequence of a slowing economy, brought on by rising interest rates.



Number of businesses, by size of establishment and by industry

Tables 1 and 2 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2023. The table provides two different counts:

- 1) **Classified businesses:** The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
- 2) **All businesses, classified and unclassified:** The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 8-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 12%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

Explanation for specific columns in the tables:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry.
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded in colour.
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column).
- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.

TABLE 1: Nipissing number of businesses by employee size range June 2023

| INDUSTRY SECTOR (2-DIGIT NAICS) | NUMBER OF EMPLOYEES | | | | | | | TOTAL | % | RANK |
|--|---------------------|-------|-----|-------|-------|-------|------|-------|-----|----------|
| | 0 | 1-4 | 5-9 | 10-19 | 20-49 | 50-99 | 100+ | | | |
| 11 - Agriculture | 131 | 24 | 5 | 2 | 4 | 0 | 0 | 166 | 3% | 11 |
| 21 - Mining | 14 | 2 | 3 | 2 | 4 | 0 | 3 | 28 | 0% | 18 |
| 22 - Utilities | 21 | 1 | 0 | 1 | 0 | 2 | 0 | 25 | 0% | 19 |
| 23 - Construction | 330 | 178 | 75 | 30 | 28 | 5 | 4 | 650 | 10% | 2 |
| 31-33 - Manufacturing | 65 | 29 | 21 | 16 | 15 | 13 | 2 | 161 | 3% | 12 |
| 41 - Wholesale Trade | 66 | 26 | 30 | 23 | 7 | 1 | 0 | 153 | 2% | 13 |
| 44-45 - Retail Trade | 199 | 127 | 122 | 99 | 49 | 16 | 9 | 621 | 10% | 3 |
| 48-49 - Transportation & Warehousing | 145 | 49 | 11 | 8 | 11 | 9 | 4 | 237 | 4% | 9 |
| 51 - Information & Cultural | 35 | 20 | 14 | 4 | 3 | 1 | 0 | 77 | 1% | 15 |
| 52 - Finance & Insurance | 231 | 30 | 23 | 16 | 14 | 2 | 0 | 316 | 5% | 7 |
| 53 - Real Estate, Rental & Leasing | 1,556 | 103 | 30 | 9 | 5 | 1 | 0 | 1,704 | 26% | 1 |
| 54 - Professional, Scientific & Technical Services | 324 | 93 | 30 | 29 | 11 | 4 | 2 | 493 | 8% | 6 |
| 55 - Management of Companies | 38 | 1 | 2 | 2 | 0 | 1 | 0 | 44 | 1% | 17 |
| 56 - Administrative Support | 119 | 51 | 16 | 19 | 5 | 3 | 0 | 213 | 3% | 10 |
| 61 - Educational Services | 41 | 8 | 8 | 8 | 3 | 2 | 6 | 76 | 1% | 16 |
| 62 - Health Care & Social Assistance | 304 | 156 | 61 | 37 | 30 | 10 | 12 | 610 | 9% | 4 |
| 71 - Arts, Entertainment & Recreation | 51 | 17 | 9 | 7 | 6 | 1 | 1 | 92 | 1% | 14 |
| 72 - Accommodation & Food Services | 108 | 52 | 43 | 41 | 40 | 15 | 2 | 301 | 5% | 8 |
| 81 - Other Services | 312 | 136 | 47 | 21 | 5 | 2 | 0 | 523 | 8% | 5 |
| 91 - Public Administration | 0 | 3 | 1 | 5 | 3 | 5 | 8 | 25 | 0% | 19 |
| CLASSIFIED BUSINESSES | 4,090 | 1,106 | 551 | 379 | 243 | 93 | 53 | 6,515 | | |
| % of All Classified & Unclassified Businesses | 64% | 17% | 8% | 6% | 4% | 1% | 1% | 100% | | |
| Cumulative % | 64% | 81% | 89% | 94% | 98% | 99% | 100% | | | |
| Ontario % of Classified & Unclassified Businesses | 72% | 17% | 5% | 3% | 2% | 1% | 1% | | | |

Statistics Canada, Canadian Business Counts, June 2023



TABLE 2: Parry Sound number of businesses by employee size range june 2023

| INDUSTRY SECTOR (2-DIGIT NAICS) | NUMBER OF EMPLOYEES | | | | | | | | % | RANK |
|---|---------------------|-----|-----|-------|-------|-------|------|-------|-----|------|
| | 0 | 1-4 | 5-9 | 10-19 | 20-49 | 50-99 | 100+ | TOTAL | | |
| 11 - Agriculture | 142 | 28 | 2 | 3 | 0 | 0 | 0 | 175 | 4% | 11 |
| 21 - Mining | 2 | 2 | 0 | 4 | 0 | 0 | 0 | 8 | 0% | 20 |
| 22 - Utilities | 14 | 1 | 0 | 0 | 0 | 0 | 0 | 15 | 0% | 19 |
| 23 - Construction | 474 | 285 | 82 | 29 | 10 | 2 | 0 | 882 | 19% | 1 |
| 31-33 - Manufacturing | 76 | 31 | 13 | 9 | 3 | 7 | 2 | 141 | 3% | 12 |
| 41 - Wholesale Trade | 44 | 16 | 10 | 7 | 3 | 0 | 0 | 80 | 2% | 14 |
| 44-45 - Retail Trade | 135 | 75 | 52 | 28 | 25 | 6 | 2 | 323 | 7% | 5 |
| 48-49 - Transportation & Warehousing | 131 | 31 | 16 | 5 | 4 | 1 | 0 | 188 | 4% | 8 |
| 51 - Information & Cultural | 21 | 12 | 9 | 0 | 0 | 0 | 0 | 42 | 1% | 15 |
| 52 - Finance & Insurance | 145 | 17 | 6 | 6 | 3 | 1 | 0 | 178 | 4% | 10 |
| 53 - Real Estate, Rental & Leasing | 809 | 47 | 5 | 4 | 0 | 0 | 0 | 865 | 19% | 2 |
| 54 - Professional, Scientific & Technical Services | 245 | 76 | 15 | 11 | 0 | 0 | 0 | 347 | 8% | 4 |
| 55 - Management of Companies | 33 | 1 | 0 | 0 | 0 | 0 | 0 | 34 | 1% | 17 |
| 56 - Administrative Support | 119 | 45 | 9 | 10 | 0 | 1 | 0 | 184 | 4% | 9 |
| 61 - Educational Services | 20 | 4 | 4 | 2 | 1 | 1 | 0 | 32 | 1% | 18 |
| 62 - Health Care & Social Assistance | 146 | 64 | 12 | 17 | 14 | 1 | 8 | 262 | 6% | 7 |
| 71 - Arts, Entertainment & Recreation | 64 | 24 | 15 | 8 | 5 | 0 | 0 | 116 | 3% | 13 |
| 72 - Accommodation & Food Services | 138 | 58 | 26 | 25 | 16 | 5 | 1 | 269 | 6% | 6 |
| 81 - Other Services | 234 | 95 | 16 | 6 | 5 | 1 | 0 | 357 | 8% | 3 |
| 91 - Public Administration | 2 | 3 | 3 | 7 | 15 | 8 | 3 | 41 | 1% | 16 |
| CLASSIFIED BUSINESSES | 2,994 | 915 | 295 | 181 | 104 | 34 | 16 | 4,539 | | |
| % of All Classified & Unclassified Businesses | 68% | 19% | 6% | 4% | 2% | 1% | 0% | 100% | | |
| Cumulative % | 68% | 87% | 93% | 97% | 99% | 100% | 100% | | | |
| Ontario % of Classified & Unclassified Businesses | 72% | 17% | 5% | 3% | 2% | 1% | 1% | | | |

Statistics Canada, Canadian Business Counts, June 2023

RANK 1
19%

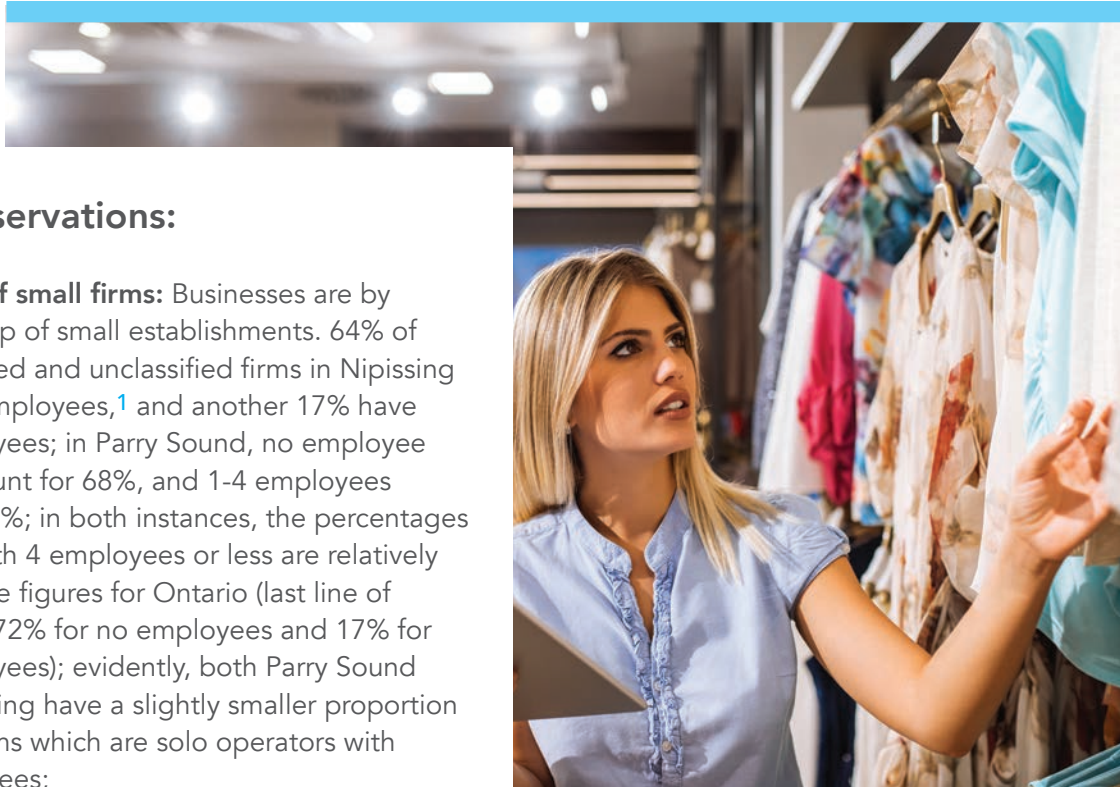


RANK 2
19%



RANK 3
8%





Some Observations:

- **Number of small firms:** Businesses are by far made up of small establishments. 64% of the classified and unclassified firms in Nipissing have no employees,¹ and another 17% have 1-4 employees; in Parry Sound, no employee firms account for 68%, and 1-4 employees another 19%; in both instances, the percentages of firms with 4 employees or less are relatively close to the figures for Ontario (last line of the table: 72% for no employees and 17% for 1-4 employees); evidently, both Parry Sound and Nipissing have a slightly smaller proportion of their firms which are solo operators with no employees;
- **Highest number of firms by industry:** The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate, Rental, & Leasing, accounting for 26.2% of all firms (last year it was 26.3% and the year before, 25.3%), the second largest, Construction, represents 10.0% of all firms (last year: 10.2%; year before, 10.0%), and third, Retail Trade, representing 9.5% of all firms (last year: 9.6%; year before, 9.3%); in Parry Sound, the largest are Construction at 19.4% (the last two years at 19.5%), Real Estate and Rental & Leasing at 19.1% (the year before 19.0%; the previous year, 17.7%) and then Other Services 7.7%; (last year: 8.2%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (23.3%); Professional, Scientific and Technical Services (14.0%); Construction (9.5%); Transportation & Warehousing (7.6%) and Health Care & Social Assistance (7.3%);
- **Highest number of firms by size and industry:** The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (that is, for Real Estate and Rental & Leasing; Construction; Professional, Scientific & Technical Services; and Other Services). In the mid-size ranges, firms in Retail Trade and Accommodation & Food Services come to the fore (and in Nipissing, Health Care & Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care & Social Assistance; Retail Trade; and Public Administration; in Parry Sound, these are found in Health Care & Social Assistance; Public Administration; Retail Trade; and Manufacturing.

¹ This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than \$30,000 in a given year.



In both Nipissing and Parry Sound, Real Estate & Rental & Leasing stand out in terms of the large number of solo operators, considerably higher than the next two industries. Around two-thirds to three-quarters of these solo operators are landlords of residential rental units; the next two largest categories are landlords of non-residential rental units and real estate agents.

The next industry in both Nipissing and Parry Sound with the largest number of solo operators is Construction. Even though Parry Sound has around 70% of the total number of establishments that Nipissing has, it has considerably more Construction businesses, especially among firms with nine employees or less. In both areas, among Construction solo operators, the largest subsectors by number of businesses are residential building construction, building finishing contractors, other specialty trade contractors and building equipment contractors.

The third largest category of solo operators in both areas is in Professional, Scientific & Technical Services, with the largest subsector being management, scientific and technical consulting services, representing slightly over a third of all solo operators, followed by other professional, scientific and technical services. In Nipissing, a very close third are computer systems design and related services, while in Parry Sound, third place is occupied by accounting, tax preparation, bookkeeping and payroll services.

At the other end of the employee size spectrum, **Nipissing** has 22 firms with 200 or more employees, whereas **Parry Sound** has 3:

- **Nipissing firms with over 500 employees:** two firms in other support activities for mining; four establishments in elementary and secondary schools (includes school boards); one community college; one university; one general hospital.
- **Nipissing firms with 200-499 employees:** one firm in contract drilling (except oil and gas); one in broad-woven fabric mills; one department store; one in non-scheduled chartered air transportation; one in short-haul freight rail transportation; one other support for road transportation; one community health centre; one nursing care facility; one community care facility for the elderly; one provincial police service; two local public administration establishments; one First Nations public administration establishment.
- **Parry Sound firms with 500 or more employees:** one specialty hospital.
- **Parry Sound firms with 200-499 employees:** one forging establishment; one community care facility for the elderly.

Change in the Number of Firms by Industry, June 2022 to June 2023

Changes in the number of employers are experienced differently across the various industries. Tables 3 and 4 highlight the changes in the number of firms by industry and by employee size between June 2022 and June 2023 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2023, to provide a context. The colour-coding of the tables (teal and orange are where there is an increase, gray where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous three years is included at the bottom of each table, to illustrate overall changes in the number of businesses over this time period. In the next section, the changes over six years are illustrated in a chart. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

Nipissing. The first thing to note about the net changes for Nipissing are in the last four rows in Table 3: in 2019-20, while there was a total net loss of firms (minus 88), there was a net gain among firms with 20-99 employees (plus 22), and all the losses were among firms with zero or 1-19 employees, which suggest the overall impact on employment may have been balanced out. In 2020-21, there were widespread declines in the number of firms, notably among firms with 20 or more employees. In 2021-22, there were increases in every category, with a net total increase of 60 establishments.

In 2022-23, there also were net increases in all employee size categories, with a net increase of 210 more establishments, although the vast majority of these were among firms with zero employees. There are certainly more teal-shaded than gray-shaded cells; most of the cells with no net change are in the columns for firms with 20-99 and 100 or more employees.

Industries where there most likely were employment increases were: Construction; Transportation & Warehousing; Information & Cultural Industries; Real Estate & Rental and Leasing; Educational Services; Health Care & Social Assistance; Other Services; and Public Administration.

Industries where there most likely were employment decreases were: Agriculture, Forestry, Fishing & Farming; Manufacturing; and Wholesale Trade.

Parry Sound. Looking at the pattern over the last four years (Table 4), the rebound in Parry Sound appears even stronger than that in Nipissing. There had been large losses across all employee-size categories between 2020 and 2021, while there were significant increases in all employee-size categories between 2021 and 2022, as well as between 2022 and 2023, where again the very large increase in the total number of establishments was driven by firms with zero employees.

Given the pattern of net increases and net losses, it is very likely that only a few *industries the following experienced employment decreases*, namely Arts, Entertainment & Recreation, as well as Information & Cultural Industries. *Among industries where there was likely higher employment growth were:* Construction; Manufacturing; Finance & Insurance; Real Estate & Rental and Leasing; Professional, Scientific & Technical Services; and Administrative & Support.

TABLE 3: NIPISSING CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023

| NIPISSING INDUSTRY | FIRM SIZE (NUMBER OF EMPLOYEES) | | | | | TOTAL # OF FIRMS JUNE 23 |
|---|---------------------------------|------------|------------|-----------|-------------|--------------------------------|
| | 0 | 1-19 | 20-99 | 100+ | TOTAL | |
| Agriculture, Forestry, Fishing & Farming | ↓7 | ↓3 | ↓1 | 0 | ↓11 | 166 |
| Mining & Oil and Gas Extraction | ↑3 | ↓1 | ↑2 | 0 | ↑4 | 28 |
| Utilities | ↓3 | 0 | 0 | 0 | ↓3 | 25 |
| Construction | ↓4 | ↑7 | ↑4 | ↑2 | ↑9 | 650 |
| Manufacturing | ↑4 | ↑9 | ↓3 | ↓2 | ↑8 | 161 |
| Wholesale Trade | ↓1 | ↑2 | ↓3 | 0 | ↓2 | 153 |
| Retail Trade | ↑22 | ↓5 | ↑1 | 0 | ↑18 | 621 |
| Transportation & Warehousing | ↑7 | ↑5 | ↑4 | ↓1 | ↑15 | 237 |
| Information & Cultural Industries | ↑6 | 0 | 0 | 0 | ↑6 | 77 |
| Finance & Insurance | ↑3 | ↓2 | 0 | 0 | ↑1 | 316 |
| Real Estate, Rental & Leasing | ↑40 | ↑8 | ↑1 | ↓1 | ↑48 | 1,704 |
| Professional, Scientific & Technical Services | ↑25 | ↓6 | 0 | ↑1 | ↑20 | 493 |
| Management of Companies & Enterprises | 0 | 0 | 0 | 0 | 0 | 44 |
| Administrative & Support | ↑7 | ↑5 | 0 | ↓1 | ↑11 | 213 |
| Educational Services | ↑7 | ↑1 | ↑1 | 0 | ↑9 | 76 |
| Health Care & Social Assistance | ↑48 | ↑3 | ↑1 | ↑1 | ↑53 | 610 |
| Arts, Entertainment & Recreation | 0 | ↑6 | ↓2 | ↑1 | ↑5 | 92 |
| Accommodation & Food Services | ↓6 | ↓17 | ↑1 | ↑2 | ↓20 | 301 |
| Other Services | ↑32 | ↓1 | ↑1 | 0 | ↑32 | 523 |
| Public Administration | 0 | ↑6 | ↓2 | ↑3 | ↑7 | 25 |
| NET TOTAL CHANGES, 2022-23 | ↑183 | ↑17 | ↑5 | ↑5 | ↑210 | |
| NET TOTAL CHANGES, 2021-22 | ↑8 | ↑13 | ↑37 | ↑2 | ↑60 | |
| NET TOTAL CHANGES, 2020-21 | ↓37 | ↑8 | ↓44 | ↓5 | ↓78 | |
| NET TOTAL CHANGES, 2019-20 | ↓87 | ↓23 | ↑22 | 0 | ↓88 | |

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

TABLE 4: PARRY SOUND CHANGE IN THE NUMBER OF EMPLOYERS, BY INDUSTRY AND BY FIRM SIZE, JUNE 2022 TO JUNE 2023

| PARRY SOUND INDUSTRY | FIRM SIZE (NUMBER OF EMPLOYEES) | | | | | TOTAL # OF FIRMS JUNE 23 |
|---|---------------------------------|-------------|------------|-----------|-------------|--------------------------------|
| | 0 | 1-19 | 20-99 | 100+ | TOTAL | |
| Agriculture, Forestry, Fishing & Farming | ↑31 | ↑6 | 0 | 0 | ↑37 | 175 |
| Mining & Oil and Gas Extraction | ↑1 | 0 | 0 | 0 | ↑1 | 8 |
| Utilities | ↑2 | 0 | 0 | 0 | ↑2 | 15 |
| Construction | ↑53 | ↑13 | ↑6 | 0 | ↑72 | 882 |
| Manufacturing | ↑10 | ↑4 | ↑1 | 0 | ↑15 | 141 |
| Wholesale Trade | ↓3 | ↑2 | 0 | 0 | ↓1 | 80 |
| Retail Trade | ↑6 | ↓5 | ↑6 | 0 | ↑7 | 323 |
| Transportation & Warehousing | ↑6 | ↑2 | ↓1 | 0 | ↑7 | 188 |
| Information & Cultural Industries | ↑4 | ↓4 | 0 | 0 | 0 | 42 |
| Finance & Insurance | ↑7 | ↑1 | ↑1 | 0 | ↑9 | 178 |
| Real Estate, Rental & Leasing | ↑72 | ↑5 | 0 | 0 | ↑77 | 865 |
| Professional, Scientific & Technical Services | ↑36 | ↑10 | 0 | 0 | ↑46 | 347 |
| Management of Companies & Enterprises | ↑2 | ↓1 | 0 | 0 | ↑1 | 34 |
| Administrative & Support | ↑23 | ↑5 | 0 | 0 | ↑28 | 184 |
| Educational Services | ↑3 | 0 | 0 | 0 | ↑3 | 32 |
| Health Care & Social Assistance | ↑29 | ↑10 | ↓3 | ↑1 | ↑37 | 262 |
| Arts, Entertainment & Recreation | ↑11 | ↓2 | ↓1 | 0 | ↑8 | 116 |
| Accommodation & Food Services | ↑1 | ↑3 | ↓1 | ↑1 | ↑4 | 269 |
| Other Services | ↑39 | ↑1 | ↓2 | 0 | ↑38 | 357 |
| Public Administration | 0 | ↑2 | ↑2 | 0 | ↑4 | 41 |
| NET TOTAL CHANGES, 2022-23 | ↑333 | ↑52 | ↑8 | ↑2 | ↑395 | |
| NET TOTAL CHANGES, 2021-22 | ↑65 | ↑46 | ↑17 | ↑2 | ↑130 | |
| NET TOTAL CHANGES, 2020-21 | ↓83 | ↓107 | ↓25 | ↓4 | ↓219 | |
| NET TOTAL CHANGES, 2019-20 | ↓77 | ↑16 | ↑4 | 0 | ↓57 | |

Statistics Canada, Canadian Business Counts, June 2022 and June 2023

Time Series from June 2018 to June 2023

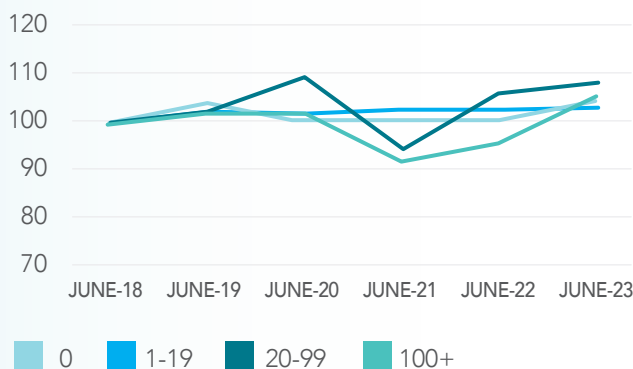
Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another. What can be more revealing is the longer-term pattern of changes by size of firm. The following chart tracks these changes for four employee size categories across five years (June 2018 to June 2023):



The number of firms present in each category in June 2018 is assigned a value of 100 and each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the trend when the actual number of firms in each category is vastly different. **Charts 6 and 7** show the patterns for Nipissing and Parry Sound.

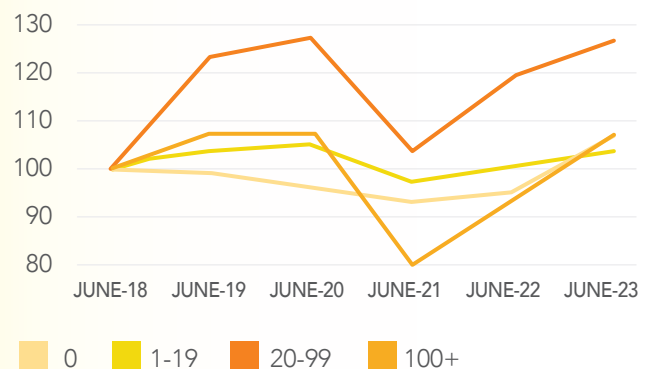
Chart 6 shows how the number of firms in most categories increased very slightly through June 2018 to June 2020, except that firms with 20-99 employees grew by 10% by June 2020 from June 2018. The big decline in June 2021 was among firms with 20 or more employees, while by June 2022, there had been a considerable recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees. But by June 2023, every size category was higher than the number present in June 2018; among zero employee firms, the growth was 5%, among firms with 1-19 employees, the growth was 4%; among firms with 20-99 employees, growth was 9%; and among firms with 100 or more employees, growth was 6%. While the trend line before COVID would have suggested a higher trajectory, the figures show that by the measure of number of establishments, there has been a recovery from the impact of COVID.

CHART 6: Ratio of number of all firms by employee size categories, Nipissing, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

CHART 7: Ratio of number of all firms by employee size categories, Parry Sound, June 2018 to June 2023 (June 2018 = 100)

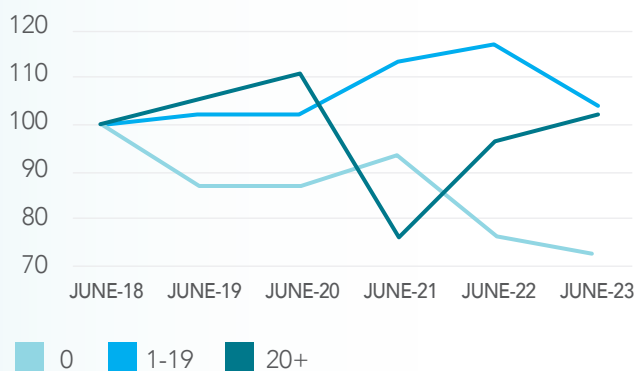


Statistics Canada, Canadian Business Counts, June 2018 to June 2023

The profile in the change in the number of firms by size shows greater variation in Parry Sound, with larger increases among firms with 20-99 employees, and more severe decreases among all categories in June 2021. There was a similar recovery pattern, with a greater recovery among firms with 20-99 employees and only partial recovery among firms with 100 or more employees by June 2022. But by June 2023, the recovery is substantial: every size category was higher than the number present in June 2018; among zero employee firms, the growth was 7%, among firms with 1-19 employees, the growth was 4%; among firms with 20-99 employees, growth was 27%; and among firms with 100 or more employees, growth was 7%. All these figures are very similar to those for Nipissing, except for the much larger increase in the number of firms with 20-99 employees, a growth from 109 firms in June 2018 to 138 firms in June 2023.

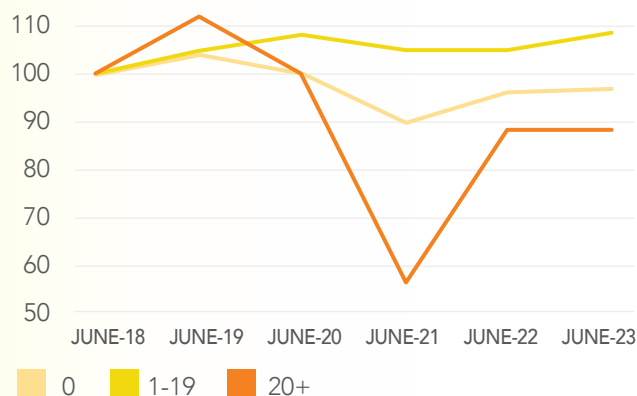
The Accommodation & Food Services sector presents a different story of what happened because of COVID. There are only a handful of firms in Nipissing and Parry Sound in this sector with 100 or more employees (in June 2018, there were three in Parry Sound and none in Nipissing), so that this category has been combined with the 20-99 employee category to form a 20+ employee category in Charts 8 and 9.

CHART 8: Ratio of number of Accommodation & Food Services firms by employee size categories, Nipissing, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

CHART 9: Ratio of number of Accommodation & Food Services firms by employee size categories, Parry Sound, June 2018 to June 2023 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2023

The decline in the number of firms in Accommodation & Food Services because of COVID was especially severe among firms with 20 or more employees: in Nipissing, the drop in June 2021 from June 2018 was 25%, while the decline in Parry Sound was 44%.

In both Nipissing and Parry Sound, the number of establishments with zero employees had begun declining before COVID, with no recovery after COVID in Nipissing where the number of these firms in June 2023 was 29% below what it had been in June 2018, while in Parry Sound there was a slight recovery, but the figure in June 2023 was still 3% below what it had been in June 2018.

Only among firms with 1-19 employees was there less change because of COVID. In part, this was likely due to firms because of COVID shrinking from the 20 or more employee category into the 1-19 employee category, that is, these firms were not going out of business, but were shedding staff as a result of COVID, and then grew back into the 20 or more range after COVID.



JOBS REPORT DATA

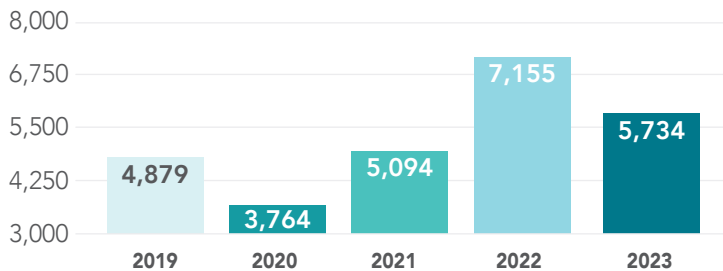


Nipissing District Data

TOTAL JOB POSTINGS

There were a total of 5,734 job postings recorded within Nipissing District throughout 2023 which works out to an average of 478 postings each month. This figure was significantly below the 2022 total (-1,421/ -19.9%) but notably above the previous 4-year average (-511 / +9.8%). The significant year-over year drop from 2022 to 2023 is mainly attributed to a period of economic slow down.

Annual job postings over past 5 years

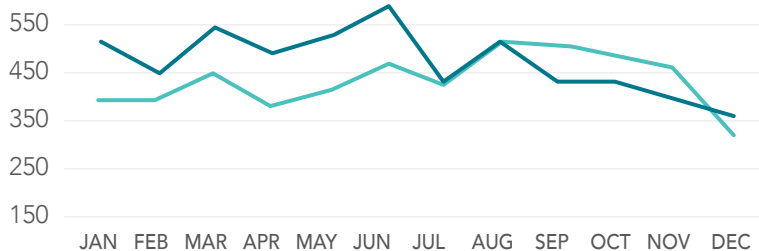


NIPISSING DISTRICT

JOB POSTINGS
TOTAL
RECORDED
5,734

JOB POSTINGS
MONTHLY
AVERAGE
478

Monthly job postings in 2023 compared to previous 4-year average



■ 2023 Job Postings
■ 2019-2022 Average Job Postings

The significant year-over year drop from 2022 to 2023 is mainly attributed to a period of economic slow down.

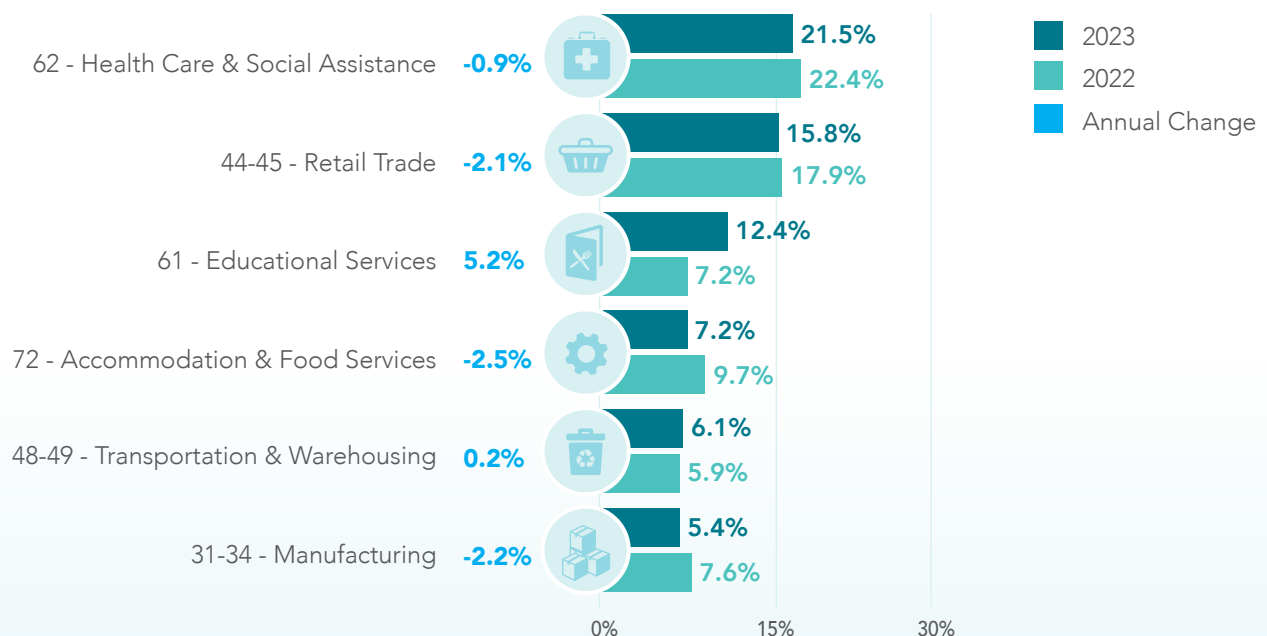


The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (21.5%) job postings in 2023.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Health Care and Social Assistance (NAICS-62) industry made up slightly more than one of every five (21.5%) job postings in 2023 with Retail Trade (NAICS-44-45) and Educational Services (NAICS-61) rounding out the top three with 15.8% and 12.4% of the job postings respectively. Educational services made a significant jump in representation; up +5.2% compared to the 2022 figure of 7.2%. This significant jump is attributed to a number of teaching positions which were rarely seen in previous years. This shortage could indicate a lack of new teachers entering the field and/or a number of teachers leaving the field.

Representation of job postings in 2023 by major industry classification (NAICS)



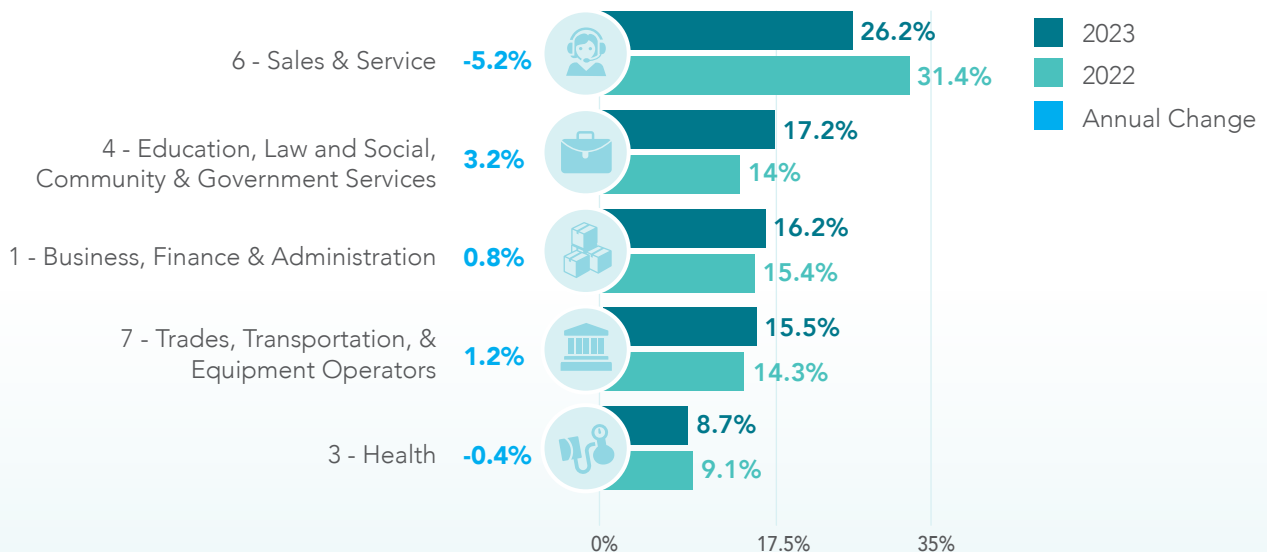


Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26.2%) of all job postings in 2023.

JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26.2%) of all job postings in 2023. This does however represent a notable decrease (-5.2%) from the 2022 figure of 31.4%. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Business, Finance and Administration (NOC-1) based occupations with 17.2% and 16.2% of the overall share respectively. The notable increase of +3.2% from the 2022 figure for Education, Law and Social, Community and Government Services is reflective of the increase in representation by Educational Services postings as mentioned in the previous section.

Representation of job postings in 2023 by major occupation classification (NOCS)

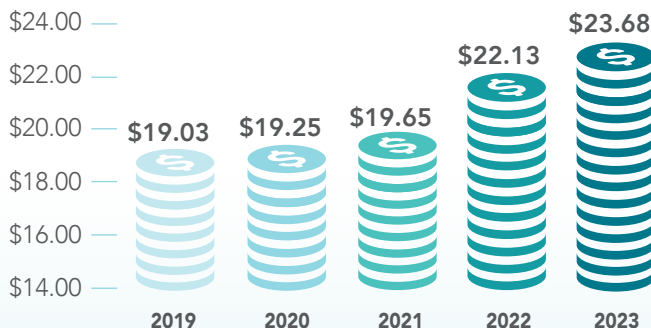


HOURLY WAGES

The average hourly wage listed on job postings in 2023 was \$23.68/hour. This is a notable increase (+\$1.55/hr /+7.0%) from the 2022 figure of \$22.13/hr. This increase can be primarily attributed to the raise in the provincial minimum wage from \$15.50/hr to \$16.55/hr (+6.8%) which took place in the fall of the 2023. Both 2022 and 2023 figures were significantly higher than the 2019-2021 figures. This difference is largely due to a new algorithmic collection method which focused on the higher end of listed pay ranges as opposed to the lower end.

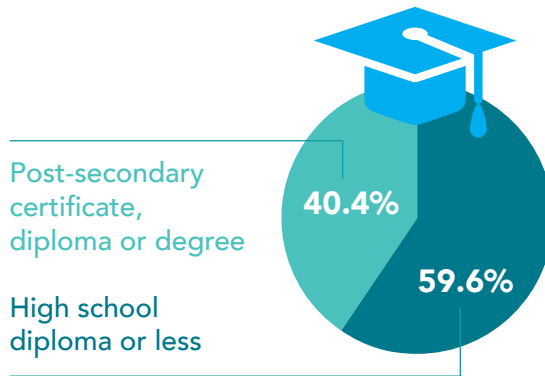


Average hourly wage offered per year

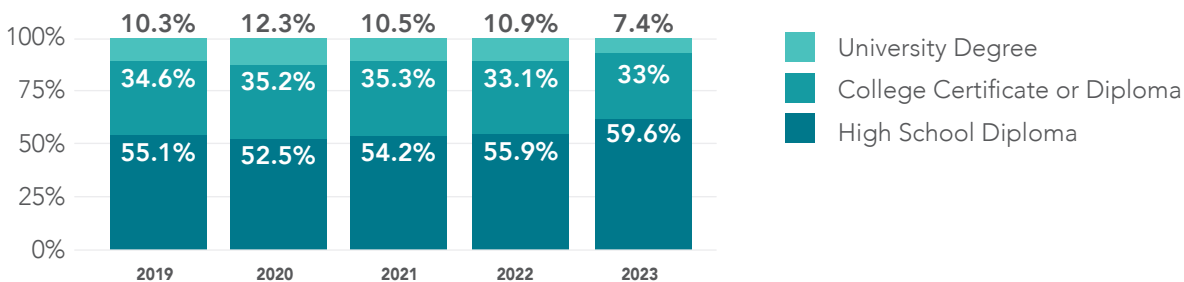


EDUCATIONAL REQUIREMENTS

In 2023 nearly three-fifths (59.6%) of the job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (40.4%). The 2023 figure does represent a continued trend towards more opportunities not requiring higher levels of education beyond high school.



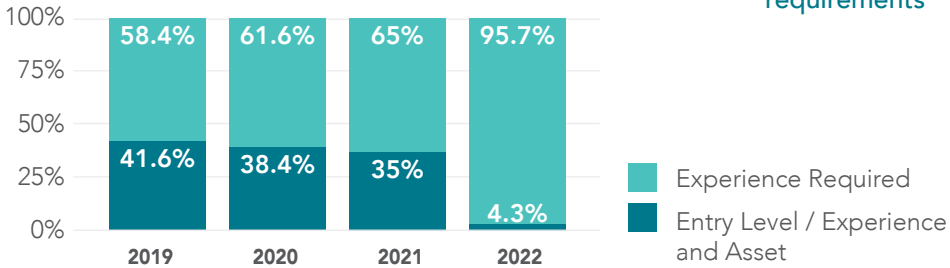
Minimum educational requirements



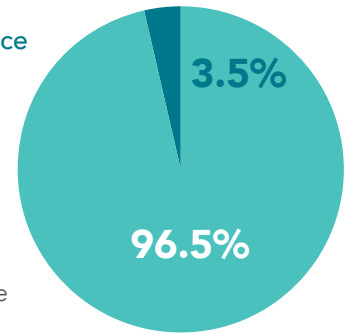
EXPERIENCE LEVEL REQUIREMENTS

This variable is one that has been greatly affected by the new collection algorithm as can be clearly seen by the large shift after many years of a relatively consistent trend.

Experience requirements 2019-22



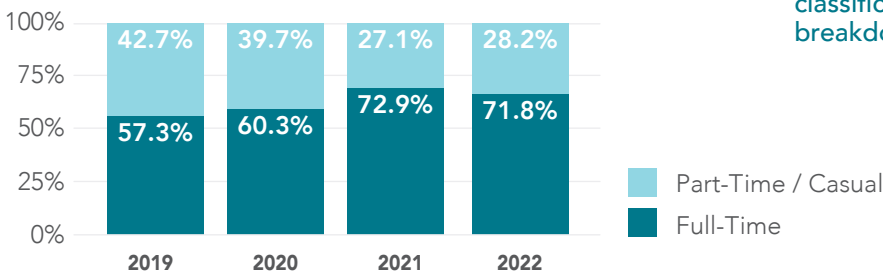
2023 Experience requirements



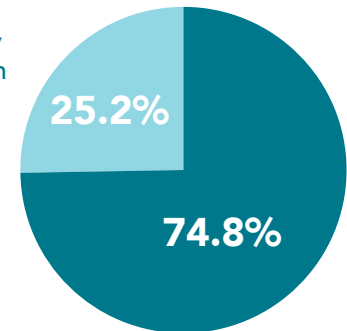
HOURS OF EMPLOYMENT OFFERED

For the third consecutive year Job postings offering full-time equivalent (35+ hours/week) employment accounted for more than 70% of the postings. Since this notable jump started prior to the switch to the new algorithm it can be stated with moderate to high confidence that more employers are moving towards offering more hours to their prospective employees.

Hourly classification breakdown 2019-22



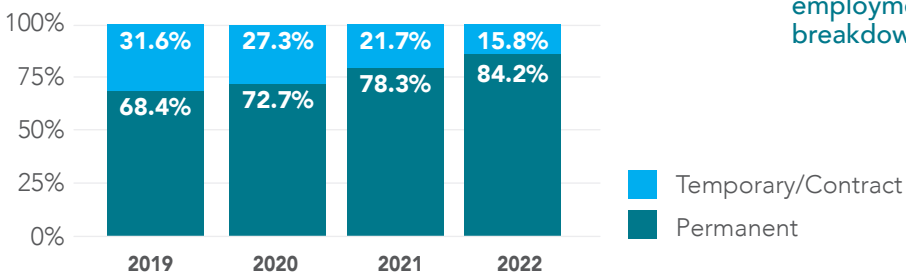
2023 Hourly classification breakdown



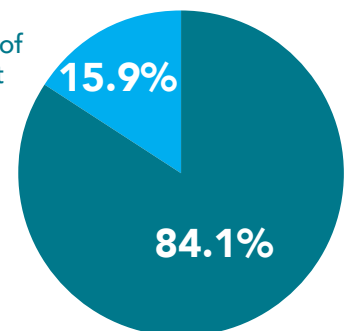
TERMS OF EMPLOYMENT OFFERED

The representation of permanent employment opportunities in 2023 (84.1%) remained virtually unchanged (-0.1%) from the 2022 figure (84.2%). Both these figures are significantly higher than previous years; with the increase occurring at the time that the new collection algorithm began being used. Knowing this means that it cannot be said with a high level of confidence that there was actually an increase in permanent positions over the last 3 to 5 years.

Terms of employment breakdown 2019-22



2023 Terms of employment breakdown



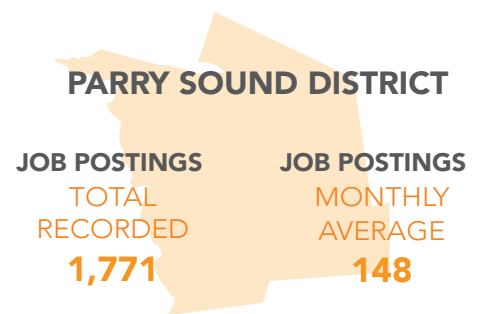
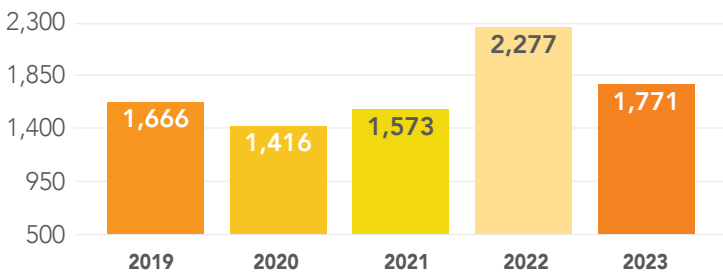


Parry Sound District Data

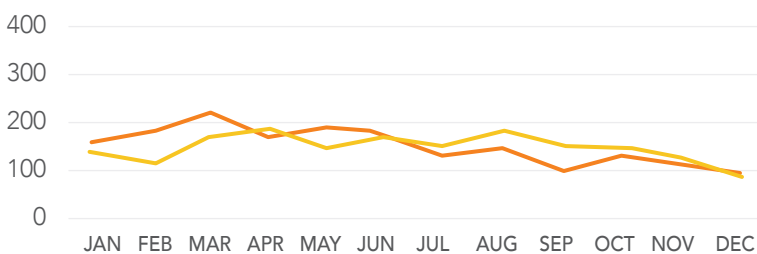
TOTAL JOB POSTINGS

There were a total of 1,771 job postings recorded within Parry Sound District throughout 2023 which works out to an average of 148 postings each month. This figure was significantly below the 2022 total (-506 / -22.2%) of 2,277 postings but in-line (+38 / +2.2%) with the previous 4-year average of 1,733. The decrease between 2022 and 2023 can be attributed to the economic downturn; seen across the country. The decrease in job postings was most predominant between July and November.

Annual job postings over past 5 years



Monthly job postings in 2023 compared to previous 4-year average



- 2023 Job Postings
- 2019-2022 Average Job Postings

The decrease in job postings was most predominant between July and November.

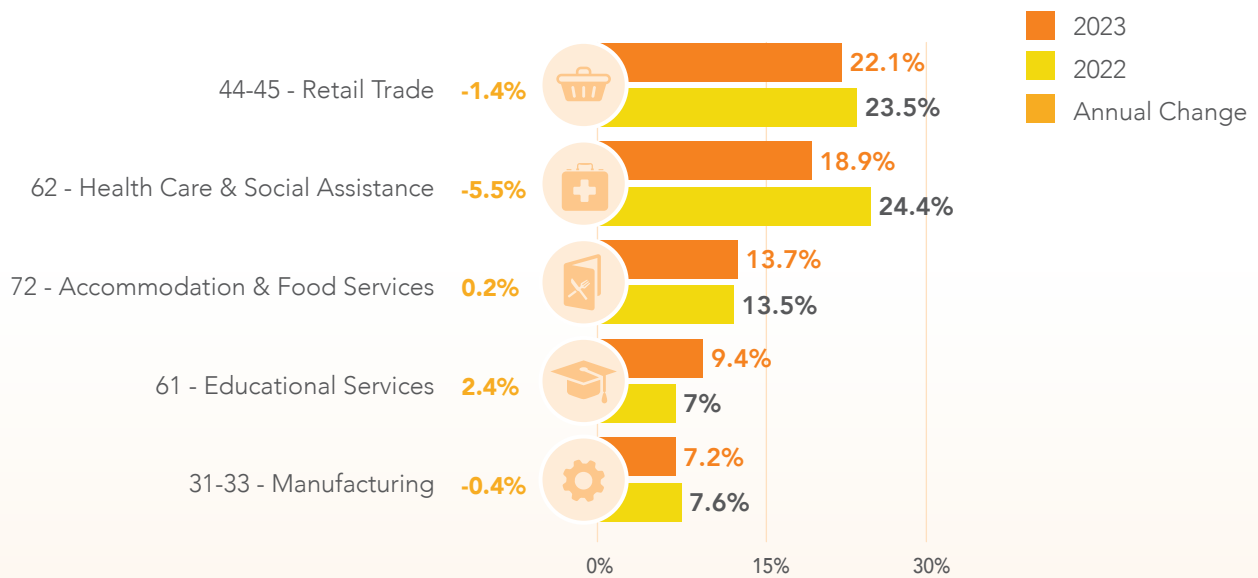


The Retail Trade (NAICS-44-45) industry made up nearly one-quarter (22.1%) job postings in 2023.

JOB POSTINGS BY INDUSTRY CLASSIFICATION

The Retail Trade (NAICS-44-45) industry made up nearly one-quarter (22.1%) of the job postings in 2023 with Health Care and Social Assistance (NAICS-62) and Accommodation and Food Services (NAICS-72) rounding out the top three with 18.9% and 13.7% of the job postings respectively. These three industries also made up the top three major industrial classifications in 2021. There was a significant decrease; -5.5%, in job posting share for the Health Care and Social Assistance industry when compared to 2022.

Representation of job postings in 2023 by major industry classification (NAICS)



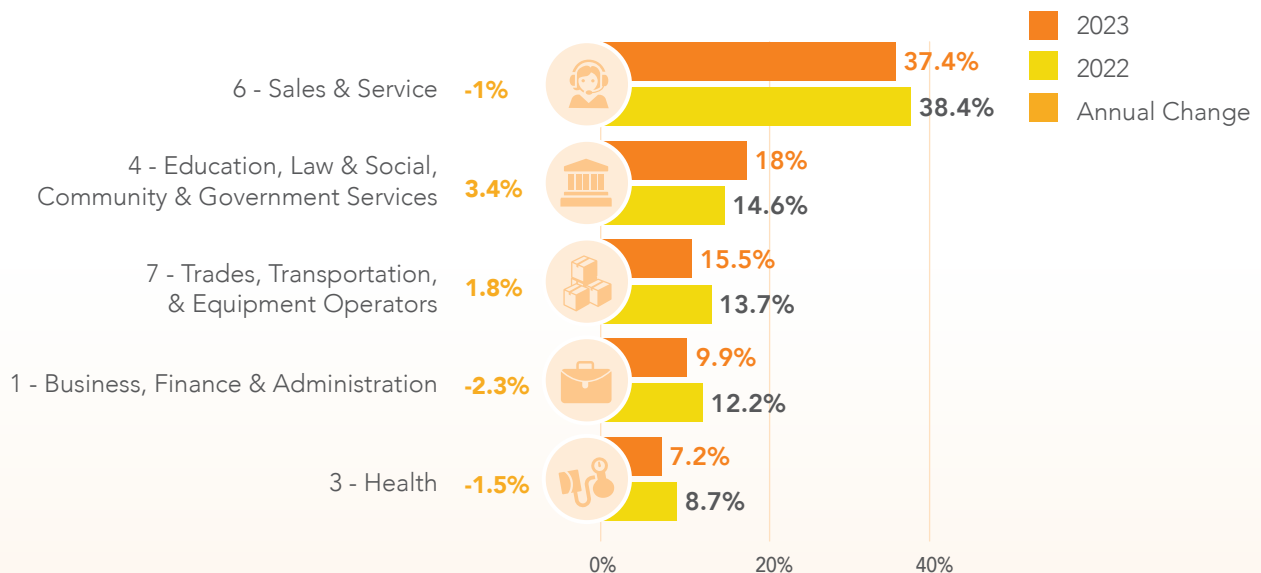


Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications over one-third (37.4%) of all job postings in 2023.

JOB POSTINGS BY OCCUPATION CLASSIFICATION

Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications over one-third (37.4%) of all job postings in 2023; nearly identical; -1.0%, from the 2022 figure of 38.4%. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Trades, Transportation and Equipment Operator (NOC-7) based occupations with 18.0% and 15.5% of the overall share respectively. Education, Law and Social, Community and Government Services based occupations saw the most notable increase of +3.4% from the previous year; carried by a significant number of teaching opportunities being posted.

Representation of job postings in 2023 by major occupation classification (NOCS)

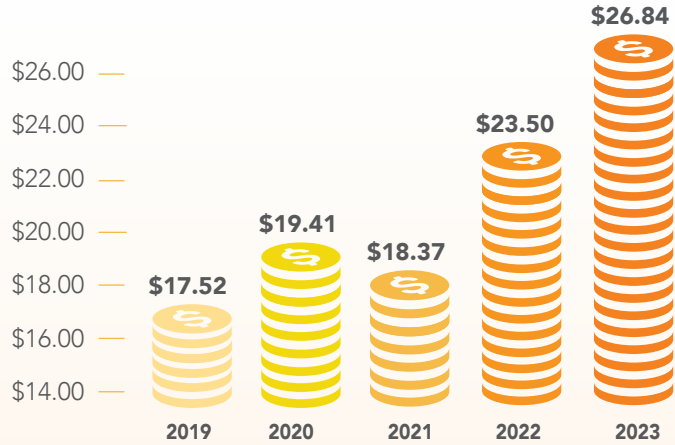


HOURLY WAGES

The average hourly wage listed on job postings in 2023 was \$26.84/hour. This is a substantial increase (+\$3.34/hr / +14.2%) from the 2022 figure of \$23.50/hr. A portion of this increase is resulting from the increase in the provincial minimum wage from \$15.50/hr to \$16.55/hr (+6.8%) in the later months of the year. The remaining rationale for the year-over-year increase in hourly wages is currently unknown.

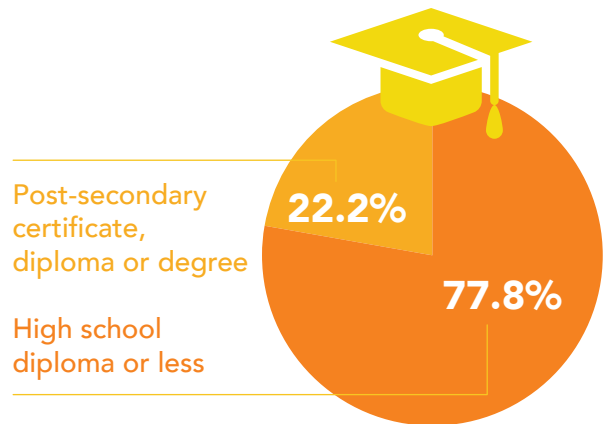


Average hourly wage offered per year

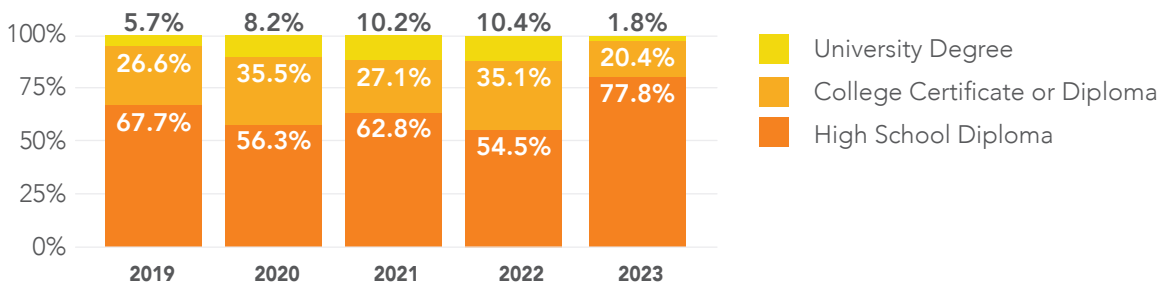


EDUCATIONAL REQUIREMENTS

In 2023 slightly more than three-quarters (77.8%) job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (22.2%). This figure does represent a large increase; +23.3%, from the previous year. The large fluctuation could possibly be attributed to the new algorithm on collecting this metric and does lead to some confidence issues in identifying any trends. Future years data will provide a better idea as to any longer term trends.



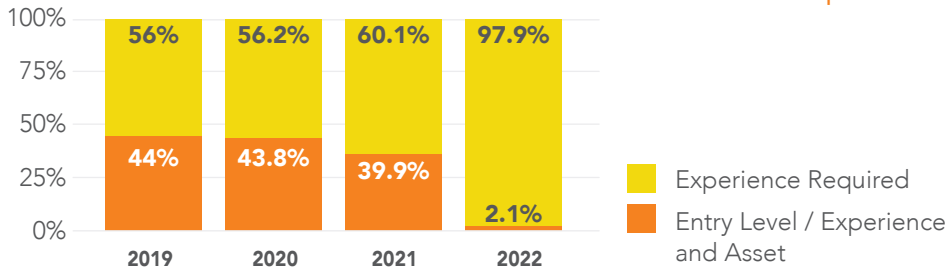
Minimum educational requirements



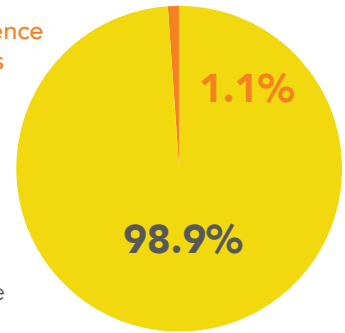
EXPERIENCE LEVEL REQUIREMENTS

This variable is one that has been greatly affected by the new collection algorithm as can be clearly seen by the large shift after many years of a relatively consistent trend.

Experience requirements 2019-22



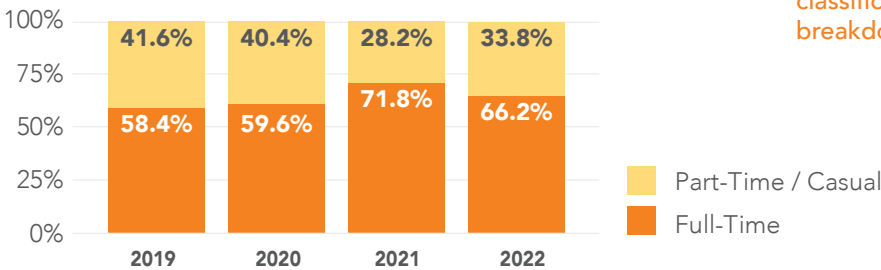
2023 Experience requirements



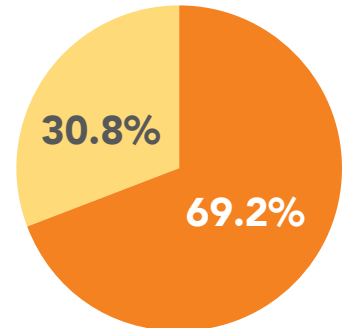
HOURS OF EMPLOYMENT OFFERED

Job postings classified as Full-Time made up slightly more than two-thirds (69.2%) of all postings throughout 2023. This represents a slight increase; +3.0%, from the 2022 figure. There has been some effects on this variable since late 2021 from the newly used collection algorithm; however, there does appear to be a moderate-to-high level of confidence in the data at this time.

Hourly classification breakdown 2019-22



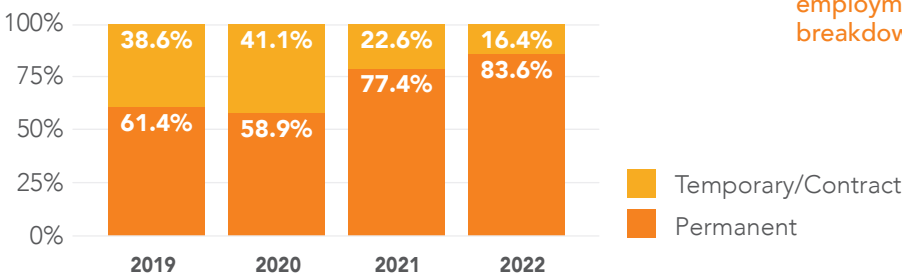
2023 Hourly classification breakdown



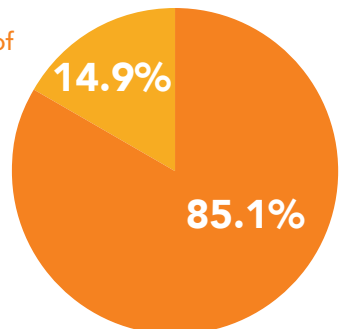
TERMS OF EMPLOYMENT OFFERED

2023 saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2020 and has reached a new 5 year high of 85.1% in 2023. Ongoing considerations should be taken with this metric due to the new collection algorithm.

Terms of employment breakdown 2019-22



2023 Terms of employment breakdown





EMPLOYMENT ONTARIO DATA

ANALYSIS OF EO PROGRAM RELATED DATA (2022-2023)

Background to the Data

This document is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks. This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2022-23 fiscal year.

Background to the Data Analysis

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. There are three sets of data:

- **Data at the Local Board level** (in the case of the Labour Market Group – LMG, the geography covers the Districts of Parry Sound and Nipissing)
- **Data at the regional level** (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River); and
- **Data at the provincial level.**

Analysis

In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed, in other instances, this may involve comparing this recent year of data to the previous year's release.

The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Better Jobs Ontario, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

In the last few years, there have been two factors which have affected the EO client numbers:

- 1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies;
- 2) The EO transformation and the implementation of Integrated Employment Service in three catchment areas (Hamilton-Niagara, Muskoka-Kawarthas and Peel) has meant that the total Employment Service numbers for Ontario have declined, because those clients are now counted under a different program.



CHART 1: Ratio of Employment Service Assisted clients, Board, Region and Ontario, 2018-19 to 2022-23 (2018-19 = 100)

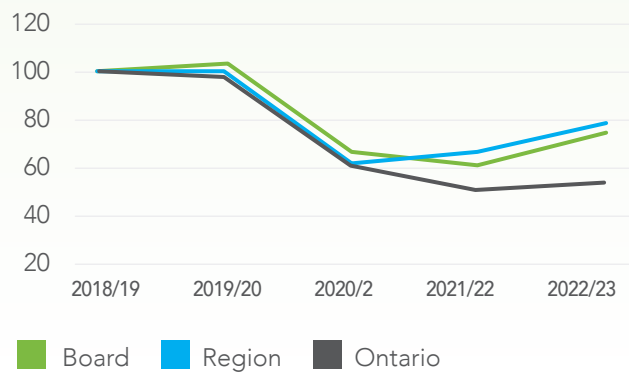


Chart 1 illustrates these impacts. In order to compare numbers of different magnitudes, the number of Employment Service Assisted clients in 2018-2019 is given a value of 100 for each area, and the figure for each subsequent year is expressed in relation to that 100. For example, a value of 105 means that this figure was 5% higher than the value in 2018-2019.

In 2019-2020, the Assisted client numbers were more or less equivalent to the previous year, but right after March 2020, when COVID hit, the fiscal year 2020-21 client numbers dropped significantly. In 2021-22, these numbers hovered in the same range, except at the provincial level they dropped somewhat, reflecting the impact of converting the prototype locations to the EO Transformation model and the counting of their clients until a different program. In 2022-23, there was a more pronounced recovery at the Board and Region levels, although their numbers were still considerably below where they had been before COVID. At the provincial level, this recovery was far weaker.

EMPLOYMENT SERVICES

ES Clients

Table 1 shows the data for Unassisted EO clients. In the middle of the table, there are calculations for 2020-21, the year before the Service System Manager (SSM) prototypes started operating. The “unadjusted” data shows the full figures as reported in 2020-21. The “without SSMs” data shows what the numbers would look like if the client data for the soon-to-be SSM areas were to be taken out. This is the appropriate comparison for subsequent years. The only area affected by the SSM numbers being taken out is Ontario, as there were no SSMs in Northern Ontario.

The local Board share of all Unassisted clients was 1.4% in 2022-23 and 1.5% in 2021-22, while the Region share was 8.9% in both 2021-22 and 2022-23, notably higher than previous years now that the Ontario numbers are reduced by the SSM figures. Even so, those proportions are still higher than the population share of these areas, when the SSM population is taken out of the provincial total (last row of Table 1).

Between 2021-22 and 2022-23, there was a considerable increase in the number of Unassisted clients; the percentage increases were:

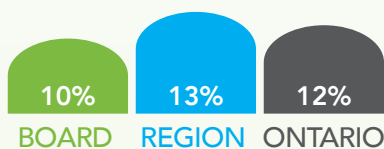


TABLE 1: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

| | BOARD | REGION | ONTARIO |
|--|-------|--------|---------|
| 2022-23 UNASSISTED R&I CLIENTS | | | |
| Number | 6,256 | 38,822 | 434,020 |
| As % of Ontario | 1.4% | 8.9% | — |
| 2021-22 UNASSISTED R&I CLIENTS | | | |
| Number | 5,682 | 34,475 | 386,909 |
| As % of Ontario | 1.5% | 8.9% | — |
| 2020-21 UNASSISTED R&I CLIENTS (unadjusted) | | | |
| Number | 3,936 | 26,180 | 411,557 |
| 2020-21 UNASSISTED R&I CLIENTS (without SSMs) | | | |
| Number | 3,936 | 26,180 | 361,108 |
| CLIENT SHARE IN PREVIOUS YEARS | | | |
| 2020-2021 | 1.0% | 6.4% | — |
| 2019-2020 | 0.9% | 7.4% | — |
| 2018-2019 | 0.9% | 7.2% | — |
| 2021 TOTAL POPULATION | | | |
| As % of Ontario | 0.9% | 5.6% | 100% |
| (minus SSMs) | 1.2% | 7.1% | — |

Population figures from StatCan 2021 Census.





Table 2 illustrates the data for Assisted clients and organizes the comparisons in the same way as Table 1. Without the SSMs, the Board share of the Ontario Assisted client total is 2.4% (a little higher than the 2.1% in 2021-22), and considerably higher than the Board's share of the provincial population minus the SSM population (last row of Table 2). Similarly, the Region's share of the Assisted client figure is much higher than its population share, and it increased from 2021-22.

There were across-the-board increases in the Assisted client number compared to 2021-22; the percentage increases were:

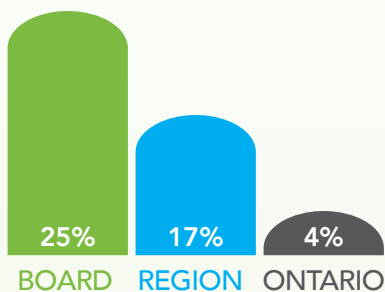


TABLE 2: ES Assisted Clients, Number and Percent of all Assisted Clients

| | BOARD | REGION | ONTARIO |
|--|-------|--------|---------|
| 2022-23 ASSISTED CLIENTS | | | |
| Number | 2,616 | 12,427 | 104,045 |
| As % of Ontario | 2.4% | 11.9% | — |
| 2021-22 ASSISTED CLIENTS | | | |
| Number | 2,088 | 10,594 | 99,810 |
| As % of Ontario | 2.1% | 10.6% | 100% |
| 2020-21 ASSISTED R&I CLIENTS (unadjusted) | | | |
| Number | 2,002 | 9,850 | 117,296 |
| 2020-21 ASSISTED R&I CLIENTS (without SSMs) | | | |
| Number | 2,225 | 9,850 | 96,592 |
| CLIENT SHARE IN PREVIOUS YEARS | | | |
| 2020-2021 | 1.9% | 8.4% | — |
| 2019-2020 | 1.9% | 8.6% | — |
| 2018-2019 | 1.7% | 8.3% | — |
| 2021 TOTAL POPULATION | | | |
| As % of Ontario | 0.9% | 5.6% | 100% |
| (minus SSMs) | 1.2% | 7.1% | — |

Population figures from StatCan 2021 Census.



COVID not only caused a significant increase in unemployment, but that increase affected various age groups in a different way.

Clients by Age Group

To illustrate this point, Table 3 shows the share of the total unemployed population in Ontario by age groups for the last seven years. Overall, the share by age group has stayed relatively steady, but in 2020 (the year COVID started), there was a slightly bigger increase experienced by youth aged 15-24 years old. In 2021, that completely reversed itself, with the youth share of the unemployed dropping, with those aged 45 years and older making up a slightly larger share. There were small changes in 2022: a slight increase in the proportion of unemployed who are youth, and a slight decline in the share of unemployment represented by those aged 45-64 years old.

TABLE 3: Share of Ontario unemployed population by age groups, 2016-2022

| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|
| 15-24 years | 30% | 29% | 31% | 31% | 32% | 27% | 29% |
| 25-44 years | 37% | 38% | 39% | 39% | 38% | 38% | 39% |
| 45-64 years | 31% | 30% | 28% | 27% | 27% | 30% | 28% |
| over 65 years | 2% | 3% | 3% | 3% | 3% | 5% | 4% |

Statistics Canada, Labour Force Survey, Table 14-10-0327-01

TABLE 4: Distribution by age of ES Assisted clients

| 2022-23 ES ASSISTED | ASSISTED CLIENTS | | | 2021 CENSUS UNEMPLOYED | | |
|---------------------|------------------|--------|---------|------------------------|--------|---------|
| | BOARD | REGION | ONTARIO | BOARD | REGION | ONTARIO |
| 15-24 years | 19% | 22% | 19% | 23% | 25% | 27% |
| 25-44 years | 47% | 47% | 52% | 34% | 35% | 37% |
| 45-64 years | 32% | 29% | 27% | 35% | 33% | 30% |
| over 65 years | 3% | 2% | 2% | 8% | 7% | 6% |
| 2021-22 ES ASSISTED | ASSISTED CLIENTS | | | | | |
| | BOARD | REGION | ONTARIO | | | |
| 15-24 years | 22% | 23% | 20% | | | |
| 25-44 years | 44% | 47% | 52% | | | |
| 45-64 years | 31% | 28% | 27% | | | |
| over 65 years | 3% | 2% | 2% | | | |
| 2020-21 ES ASSISTED | ASSISTED CLIENTS | | | | | |
| | BOARD | REGION | ONTARIO | | | |
| 15-24 years | 24% | 24% | 19% | | | |
| 25-44 years | 44% | 47% | 53% | | | |
| 45-64 years | 30% | 27% | 27% | | | |
| over 65 years | 2% | 2% | 2% | | | |

Table 4 shows the share of Assisted clients by age group and compares it by geography and over several years. It also displays the percentage distribution of the unemployed by age for each of the Board, the Region and Ontario, making use of 2021 Census data, as another point of comparison.

Ontario figures first, one can see that youth are under-represented among Assisted clients compared to their share of the unemployed population (19%-20% of the Ontario client population in Table 4 compared to 29% of all unemployed in 2022 in Table 3), while there is a much higher proportion of 25-44 years old clients. Overall, the distribution of clients by age has not changed much at all over the last two years, even though there were some changes in the share of the unemployed by age. The Census data for the age distribution of the unemployed is very close to the 2021 data in Table 3.

At the Regional level, the share of youth has been larger than that found at the provincial level, although it has been dropping over the last five years. Yet, according to the Census data, youth make up a smaller share of the unemployed in Northern Ontario compared to the whole province. The share of 25-44 years old clients is consistently lower than the proportion at the provincial level. According to the Census data, a higher proportion of the unemployed in Northern Ontario are 45-64 years old and 65 years and older.

At the Board level, the share of youth Assisted clients has also dipped over the last three years, while every other age category has seen a small increase of the last two years. According to the 2021 Census, youth make up a smaller share of the unemployed in the Board area at 23%, while a disproportionately higher percentage of the unemployed are 45-64 years old and 65 years and older, compared to the provincial figures.

Designated Groups

The ES client data collects information on designated groups, for example: newcomers, racialized persons, persons with disabilities, and members of an Indigenous group. This information is self-reported.

Table 5 provides the data for the Board, Region and Ontario levels, and calculates the percentage of each group, based on the total number of clients. There is no way of knowing how many clients declined to self-identify.

TABLE 5: Distribution of designated groups among ES Assisted clients

| Designated group | NUMBER 2022-23 | | | PERCENTAGE 2022-23 | | |
|-------------------------|----------------|--------|---------|--------------------|--------|---------|
| | BOARD | REGION | ONTARIO | BOARD | REGION | ONTARIO |
| Indigenous group | 424 | 2,774 | 5,316 | 16.9% | 22.3% | 5.1% |
| Deaf | — | 16 | 105 | 0.0% | 0.1% | 0.1% |
| Deaf/Blind | 0 | — | 16 | 0.0% | 0.0% | 0.0% |
| Francophone | 262 | 1,613 | 5,092 | 10.4% | 13.0% | 4.9% |
| Internationally Trained | 124 | 1,127 | 26,308 | 4.9% | 9.1% | 25.3% |
| Newcomer | 135 | 654 | 22,971 | 5.4% | 5.3% | 22.1% |
| Person w/disability | 825 | 2,890 | 15,460 | 32.8% | 23.3% | 14.9% |
| Racialized | 88 | 976 | 16,473 | 3.5% | 7.9% | 15.8% |

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



The Board area has a much higher share of Assisted clients who identify as disabled (32.8%), more than double the provincial figure. In addition, the Board area has a much higher proportion of persons from an Indigenous group, although it is lower than the Northern Ontario proportion. There are also a high proportion of Francophones, more than double the provincial proportion, but once again lower than the share for the Region.

On the other hand, the Board area has a lower figure for those who are internationally trained professionals, for newcomers, and for racialized persons.

TABLE 6: Comparison of share of designated groups

| 2022-23 Designated group | ASSISTED CLIENTS | | | Share of unemployed (2021 Census) | | |
|-----------------------------|------------------|--------|---------|-----------------------------------|---------------|--------------|
| | BOARD | REGION | ONTARIO | BOARD | REGION | ONTARIO |
| Newcomer | 5.4% | 5.3% | 22.1% | 0.5% | 0.9% | 5.3% |
| Racialized | 3.5% | 7.9% | 15.8% | 3.2% | 4.9% | 41.1% |
| Indigenous group | 16.9% | 22.3% | 5.1% | 14.1% | 19.6% | 3.1% |
| Person w/ disability | 32.8% | 23.3% | 14.9% | Not available | Not available | 17.6% (2017) |

| 2021-22 Designated group | ASSISTED CLIENTS | | |
|-----------------------------|------------------|--------|---------|
| | BOARD | REGION | ONTARIO |
| Newcomer | 2.6% | 3.2% | 17.8% |
| Racialized | 2.4% | 8.0% | 14.4% |
| Indigenous group | 14.9% | 22.3% | 4.8% |
| Person w/ disability | 32.2% | 21.7% | 13.4% |

| 2020-21 Designated group | ASSISTED CLIENTS | | |
|-----------------------------|------------------|--------|---------|
| | BOARD | REGION | ONTARIO |
| Newcomer | 2.7% | 3.6% | 20.4% |
| Racialized | 1.9% | 6.4% | 12.5% |
| Indigenous group | 12.5% | 20.4% | 3.8% |
| Person w/ disability | 24.9% | 17.6% | 12.0% |

Table 6 provides the comparisons with previous years, as well as comparisons to the actual share of the unemployed by these different designated populations. To do so, we can rely on the 2021 Census, focusing on three categories: newcomers, racialized and a member of an Indigenous group; this data is available for all three areas. For persons with a disability, we have had to make use of the Statistics Canada Survey on Disability, which was carried out in 2017 (the granular data from the 2022 survey has not yet been released by StatCan).

In the case of newcomers, their share of Assisted clients had generally been increasing each year at the Board, Region and Ontario levels, although the proportions dipped slightly in 2021-22. Newcomers are present among Assisted clients in a much higher proportion than their share of the unemployed at all three levels.

In the case of racialized persons, their share of the unemployed, at the provincial level it is very high (41.1%), but this is largely due to a much higher proportion of racialized persons in the Greater Toronto Area. Yet at the provincial level, the share of racialized persons among Assisted clients is very low (15.8%). This is a consequence of the self-reporting nature of this data – clients are less likely to identify themselves as racialized persons or members of a visible minority where they make up a significant proportion of the population, such as in the Greater Toronto area. This under-reporting in the GTA greatly affects the provincial figures. At the Board and Region levels, racialized persons make up a slightly higher proportion of Assisted clients than their share of the unemployed, and the proportion of Assisted clients who are racialized persons has been growing at the Board and Region level.

The local share of Assisted clients who are Indigenous persons has grown over the years at the Board, Region and provincial levels. In all areas, Indigenous persons make up a higher proportion of Assisted

clients than their share of the unemployed. Indigenous persons represent one in six Assisted clients at the Board level and almost one in four at the Region level.

With regards to disabled persons, we know from the Survey on Disability that disabled persons made up 17.6% of Ontario's unemployed in 2017. At the Board level, their share of Assisted clients is much higher (at 32.8%, one in three), and also slightly higher at the Region level (at 23.3%, one in four), whereas the Assisted client figures for the province are lower (14.9%).



Outcomes at Exit

There has been very little change in the broad outcomes for Assisted clients between this year and last year, the most notable being a slight decline in those with an In Education/Training outcome (Table 7). The Board area has a higher proportion of those with an Employed outcome, compared to the Region and the province, as was the case last year.

TABLE 7: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

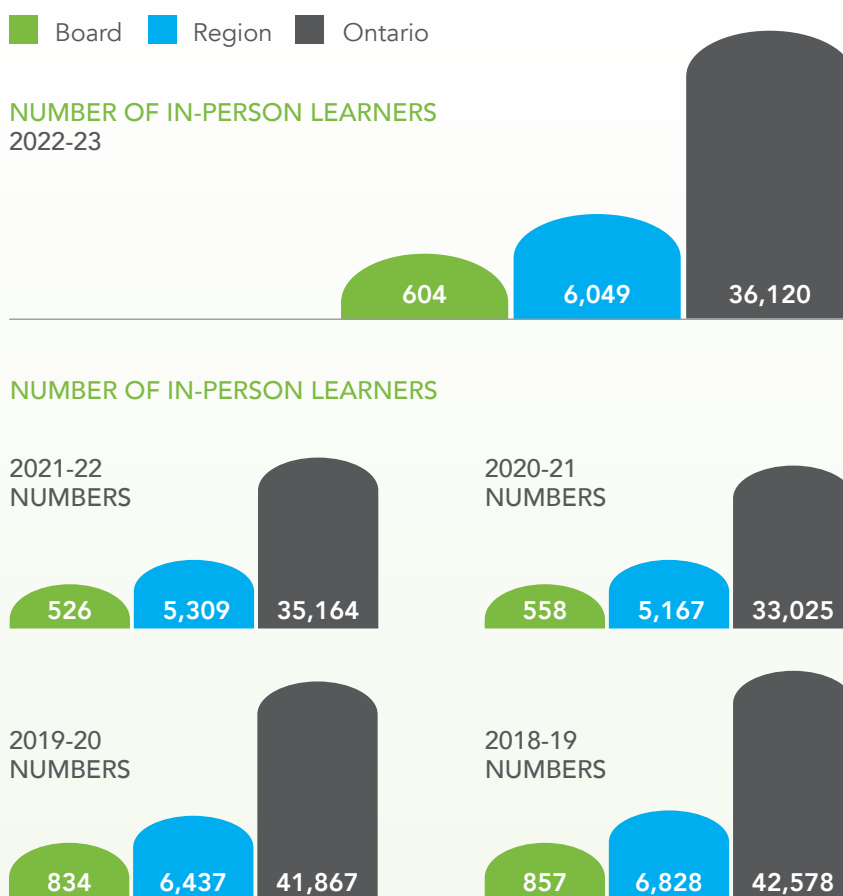
| | 2021-22 ES CLIENTS | | | 2022-23 ES CLIENTS | | |
|--------------------|--------------------|--------|---------|--------------------|--------|---------|
| | BOARD | REGION | ONTARIO | BOARD | REGION | ONTARIO |
| Employed | 74% | 71% | 68% | 73% | 71% | 69% |
| Education/Training | 9% | 11% | 13% | 11% | 13% | 14% |
| Other | 4% | 4% | 4% | 3% | 3% | 4% |
| Unemployed | 5% | 5% | 6% | 4% | 5% | 6% |
| Unknown | 9% | 9% | 8% | 9% | 8% | 8% |

"Other" outcomes at exit include "Independent," "Unable to work" and "Volunteer."

Literacy and Basic Skills

Table 8 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, this number declined a little further at the Board level but rebounded somewhat at the Region and provincial levels. The number of new in-person learners did increase across all three areas. In 2022-23, there were increases at all three levels in the number of new learners, an increase of 42% at the Board level, 31% at the Region level and 9% provincially.

TABLE 8: Number of Literacy and Basic Skills Learners (New In-Person + Carry-Over In-Person)



However, despite these increases in new in-person learners the last two years, the number of in-person learners (new and carry-over) at the Board, Region and provincial levels is still lower than what it had been before COVID.

The Board's share of all In-Person Learners in the province has dropped slightly, now at 1.7%, when in 2018-19 and 2019-20, it was at 2.0%. Nevertheless, it is still higher than the local area's share of the provincial population (0.9%). The Region's share has jumped to 16.7%, much higher than the Region's share of the provincial population (5.6%).



Overall, the number of Better Jobs Ontario clients has dropped quite sharply; compared to the number of clients in 2015-16, the current enrolment rate is a fraction of what it had been.

Better Jobs Ontario

The Board area enlisted 35 individuals into the Better Jobs Ontario program last year, a considerable decline from last year's 53, which was in the range of enrolments for several years after 2016-17 (Table 9). The local share of all Better Jobs Ontario clients had stayed close to 1.5% for several years as well, but this year that share dropped to 1.1%, just slightly higher than the local share of the provincial population (0.9%). At the Region level, the share of all Better Jobs Ontario clients has also been dropping, from between 11% and 14%, to 9.0% this year. Still, that figure is higher than the Region's share of the province's population (5.6%).

TABLE 9: Better Jobs Ontario client numbers

| | BOARD | REGION | ONTARIO |
|---------|-------|--------|---------|
| 2022-23 | 35 | 276 | 3,064 |
| 2021-22 | 53 | 360 | 3,777 |
| 2020-21 | 47 | 371 | 3,110 |
| 2019-20 | 50 | 461 | 3,314 |
| 2018-19 | 59 | 460 | 3,834 |
| 2017-18 | 56 | 661 | 5,379 |
| 2016-17 | 103 | 922 | 7,158 |
| 2015-16 | 88 | 1,005 | 8,626 |

At the local level, this year's enrolment represents 40% of 2015-16's client number; the Region level is at 28%, and provincially the comparison is 36%. The low number of Better Jobs Ontario clients at the Board level means that as the client data gets dissected for analysis, there will be far more results where the data is suppressed.

Apprenticeship

The number of new apprentice registrations for the last eight years are listed in Table 10. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, and in 2022-23 they recovered some more; compared to 2021-22, the percentage growth was 12% at the Board level, 15% at the Region level and 23% at the provincial level. But the registration figures for 2022-23 do not surpass the highest number for registrations since 2014-15 for any of the three areas, although the figures are now close: the 235 registrations locally make up 87% of the high-level mark set in 2014-15; at the Region level, the 1,970 is 83% what the figure was in 2014-15; while the provincial number of 27,178 is 98% of the high set in 2018-19.



TABLE 10: Number of new apprenticeship registrations, 2014-15 to 2022-23

| | BOARD | REGION | ONTARIO |
|------------------------------------|-------|--------|---------|
| NUMBER OF NEW REGISTRATIONS | | | |
| 2022-2023 | 235 | 1,970 | 27,178 |
| 2021-2022 | 209 | 1,708 | 22,056 |
| 2020-2021 | 143 | 1,264 | 16,730 |
| 2019-2020 | 236 | 2,065 | 26,771 |
| 2018-2019 | 243 | 2,104 | 27,821 |
| 2017-2018 | 240 | 1,924 | 24,991 |
| 2016-2017 | 257 | 1,968 | 24,890 |
| 2015-2016 | 214 | 2,192 | 25,793 |
| 2014-2015 | 271 | 2,361 | 26,018 |

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 11). Compared to last year, the proportion of youth aged 15-24 years old decreased somewhat at all levels.

TABLE 11: Distribution by age of apprenticeship

| | 2022-23 | | | 2021-22 | | |
|---------------|---------|--------|---------|---------|--------|---------|
| | BOARD | REGION | ONTARIO | BOARD | REGION | ONTARIO |
| 15-24 years | 49% | 54% | 50% | 52% | 58% | 51% |
| 25-44 years | 46% | 43% | 46% | 45% | 40% | 46% |
| 45-64 years | — | 3% | 4% | — | 2% | 4% |
| over 65 years | 0% | 0% | 0% | 0% | 0% | 0% |

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Table 12 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time.

- In 2022-23, new registrations at the local and Region levels were roughly in line with historic values, with the local area accounting for 0.9% of the provincial totals (equal to the local area representing 0.9% of the provincial population) and the Northern Region accounting for 7.2% of provincial new registrations, when the Northern Region represents 5.6% of the provincial population.
- The Region proportions are, however, lower than they were in 2015-16 and 2014-15.
- The proportion of all active apprenticeships at the local and Region levels have also been fairly consistent in terms of each area's share of the provincial numbers.
- The number of active apprentices has been climbing over the years: compared to 2018-19, the number of active apprentices at the Board in 2022-23 was 12%, at the Region level it was 28%, and at the provincial level it was 26% higher.
- In terms of Number of CofAs issued, at the local level over the last five years the number has stayed within the same range (between 64 and 70); at the Region the number has been dropping; whereas at the provincial level, it has continued to grow.

TABLE 12: New registrations and active apprenticeships

| | BOARD | REGION | ONTARIO |
|-------------------------------------|------------|--------------|---------------|
| NUMBER OF NEW REGISTRATIONS | | | |
| 2022-2023 | 235 | 1,970 | 27,178 |
| As % of Ontario: 2022-23 | 0.9% | 7.2% | — |
| As % of Ontario: 2021-22 | 0.9% | 7.7% | — |
| As % of Ontario: 2020-21 | 0.9% | 7.6% | — |
| As % of Ontario: 2019-20 | 0.9% | 7.7% | — |
| As % of Ontario: 2018-19 | 0.9% | 7.6% | — |
| As % of Ontario: 2017-18 | 1.0% | 7.7% | — |
| As % of Ontario: 2016-17 | 1.0% | 7.9% | — |
| As % of Ontario: 2015-16 | 0.8% | 8.5% | — |
| As % of Ontario: 2014-15 | 1.0% | 9.1% | — |
| NUMBER OF ACTIVE APPRENTICES | | | |
| 2022-2023 | 694 | 6,736 | 89,482 |
| 2021-2022 | 668 | 6,298 | 84,937 |
| 2020-2021 | 635 | 5,819 | 78,733 |
| 2019-2020 | 614 | 5,462 | 73,924 |
| 2018-2019 | 620 | 5,254 | 71,279 |
| NUMBER OF CofAs ISSUED | | | |
| 2022-2023 | 66 | 583 | 9,564 |
| 2021-2022 | 65 | 629 | 8,120 |
| 2020-2021 | 64 | 420 | 5,877 |
| 2019-2020 | 67 | 680 | 8,892 |
| 2018-2019 | 70 | 750 | 9,878 |
| POPULATION | | | |
| As % of Ontario | 0.9% | 5.6% | 100% |



TABLE 13: Top 10 trades for new registrations, 2022-2023

| RANK | BOARD | | REGION | | ONTARIO | |
|-----------|--|--------|--|--------|---|--------|
| | TRADE | NUMBER | TRADE | NUMBER | TRADE | NUMBER |
| 1 | Electrician - Construction and Maintenance | 59 | Electrician - Construction and Maintenance | 291 | Electrician - Construction and Maintenance | 5,514 |
| 2 | Automotive Service Technician | 28 | Heavy Duty Equipment Technician | 199 | Automotive Service Technician | 2,984 |
| 3 | General Carpenter | 21 | Industrial Mechanic Millwright | 174 | Plumber | 2,218 |
| 4 | Truck and Coach Technician | 19 | General Carpenter | 173 | General Carpenter | 2,145 |
| 5 | Plumber | 18 | Truck and Coach Technician | 167 | Industrial Mechanic Millwright | 1,613 |
| 6 | Hairstylist | 13 | Automotive Service Technician | 167 | Truck and Coach Technician | 1,442 |
| 7 | Railway Car Technician | 13 | Plumber | 97 | Hairstylist | 1,352 |
| 8 | — | — | Industrial Electrician | 69 | Refrigeration and Air Conditioning Systems Mechanic | 817 |
| 9 | — | — | Powerline Technician | 67 | Sheet Metal Worker | 705 |
| 10 | — | — | Hairstylist Welder | 62 | Child Development Practitioner | 597 |

Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 14). This year, at the local level, 100% of the firms had less than 50 employees, while at the Region level that figure was 77%, and for the province it was 74%. The number of employers dropped significantly because of COVID (2020-21); at the local and Region levels, that number has rebounded, but at the provincial level, the number is at the same level it was in 2020-21, even though it had risen in 2021-22.

TABLE 14: Canada Ontario Job Grant – Employers, 2022-2023

| | 2022-23 | | |
|----------------------------|---------|--------|---------|
| | BOARD | REGION | ONTARIO |
| # of employers, 2022-23 | 30 | 218 | 2,468 |
| # of employers, 2021-22 | 30 | 198 | 2,837 |
| # of employers, 2020-21 | 17 | 186 | 2,456 |
| # of employers, 2019-20 | 19 | 208 | 3,232 |
| Percent in Under 25 Stream | 100% | 100% | 100% |
| Percent in Over 25 Stream | 0% | 0% | 0% |



TABLE 15: Canada Ontario Job Grant – Training provider type, 2022-2023

| | 2022-23 | | |
|-----------------------------------|---------|--------|---------|
| | BOARD | REGION | ONTARIO |
| Private Trainer | 57% | 57% | 54% |
| Product Vendor | — | — | 4% |
| Public College | — | 16% | 8% |
| Registered Private Career College | — | 21% | 28% |
| School Board | 0% | 0% | — |
| Union Based Training Centre | 0% | — | 1% |
| University | 0% | — | 4% |
| Unknown | 0% | 0% | — |

In terms of the training provided, by far most of the training is provided by private trainers, followed more distantly by registered private career colleges (Table 15). There is a limited amount of training provided by public community colleges, slightly more at the Region level. These proportions are much the same as they were the previous two years.

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Canada Ontario Job Grant – Participant

The number of COJG participants has not recovered from the drop experienced when COVID struck (2020-21); in truth, participant numbers had already been falling before COVID (Table 16). The 2022-23 number of participants at all three levels are less than half what they were in 2018-19. The local share of COJG participants across the province (0.8%) has actually increased over time, while at the Region level it has generally stayed within the same percentage range.

TABLE 16: Number of COJG participants, 2022-2023

| | BOARD | REGION | ONTARIO |
|--------------------------------------|-------|--------|---------|
| COJG PARTICIPANTS | | | |
| Number, 2022-23 | 49 | 553 | 8,951 |
| Number, 2021-22 | 89 | 516 | 10,767 |
| Number, 2020-21 | 57 | 622 | 10,350 |
| Number, 2019-20 | 32 | 827 | 14,073 |
| Number, 2018-19 | 106 | 1,269 | 19,742 |
| As % of Ontario, 2022-23 | 0.8% | 6.2% | — |
| As % of Ontario, 2021-22 | 0.8% | 4.8% | — |
| As % of Ontario, 2020-21 | 0.6% | 6.0% | — |
| As % of Ontario, 2019-20 | 0.2% | 5.9% | — |
| As % of Ontario, 2018-19 | 0.5% | 6.4% | — |
| 2016 TOTAL ONTARIO POPULATION | | | |
| As % of Ontario | 0.9% | 5.6% | — |

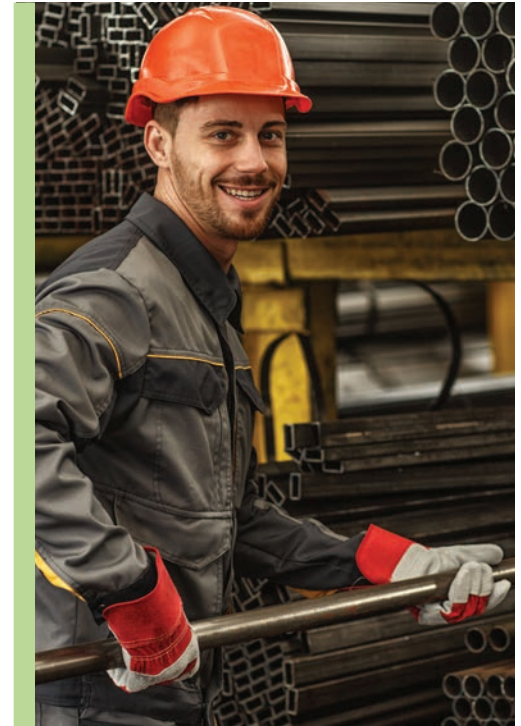


TABLE 17: Distribution by age of COJG participants, 2022-2023

| | BOARD | REGION | ONTARIO |
|---------------|-------|--------|---------|
| 15-24 years | 33% | 19% | 13% |
| 25-44 years | 47% | 59% | 59% |
| 45-64 years | — | 20% | 26% |
| over 65 years | 0% | — | 1% |
| Unknown | 0% | 0% | 0% |

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

As Table 17 shows, most of the clients (47% to 59%) are younger adults (25-44 years old). The second largest age group at the local level is youth aged 15-24 years old, while at the Region and provincial levels, it is older adults (45-64 years old).

Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. The number of participants increased at the local, Region and provincial levels last year, however, in all three areas the numbers have not returned to the pre-COVID figures (Table 18). At both the local and Region levels, the share of the total provincial YJC numbers have gone up from previous years and are higher than those areas' shares of the provincial population, as well as higher than their share of the EO Assisted client numbers.

TABLE 18: Number of YJC participants, 2022-2023

| | BOARD | REGION | ONTARIO |
|--------------------------------------|-------|--------|---------|
| YJC PARTICIPANTS | | | |
| Number, 2022-23 | 205 | 1,027 | 7,247 |
| Number, 2021-22 | 184 | 867 | 7,097 |
| Number, 2020-21 | 119 | 634 | 7,428 |
| Number, 2019-20 | 266 | 1,249 | 12,063 |
| Number, 2018-19 | 282 | 1,264 | 12,024 |
| As % of Ontario, 2022-23 | 2.8% | 14.2% | — |
| As % of Ontario, 2021-22 | 2.6% | 12.2% | — |
| As % of Ontario, 2020-21 | 1.6% | 8.5% | — |
| As % of Ontario, 2019-20 | 2.2% | 10.4% | — |
| As % of Ontario, 2018-19 | 2.3% | 10.5% | — |
| YJC SUMMER PARTICIPANTS | | | |
| Number, 2022-23 | 109 | 576 | 3,934 |
| Number, 2021-22 | 99 | 497 | 4,010 |
| Number, 2020-21 | 84 | 495 | 4,815 |
| Number, 2019-20 | 117 | 590 | 5,738 |
| As % of Ontario, 2022-23 | 2.8% | 14.6% | — |
| As % of Ontario, 2021-22 | 2.5% | 12.4% | — |
| As % of Ontario: 2020-21 | 2.2% | 10.3% | — |
| As % of Ontario: 2019-20 | 2.0% | 10.3% | — |
| EO ASSISTED CLIENTS | | | |
| As % of Ontario | 2.4% | 11.9% | — |
| 2016 TOTAL ONTARIO POPULATION | | | |
| As % of Ontario | 0.9% | 5.6% | — |

The figures for the Youth Job Connection Summer program are included as well: at the local and Region levels, the number increased, while at the province it declined. In all three areas, the numbers are still below the pre-COVID figures (2019-20), although the figures for the local and Region levels are much closer than the provincial numbers.





At the region and provincial levels, around three-quarters or more of the clients are between the ages of 15 and 24, with almost all the rest in the 25-44 years old bracket (Table 19).

TABLE 19: Distribution by age of YJC participants, 2022-2023

| | BOARD | REGION | ONTARIO |
|---------------|-------|--------|---------|
| 15-24 years | 85% | 74% | 78% |
| 25-44 years | 15% | 21% | 21% |
| 45-64 years | 0% | 4% | 1% |
| over 65 years | 0% | 0% | 0% |



2024 ACTION PLAN

THEME ONE: Local Businesses need assistance accessing available programs, incentives and professionals

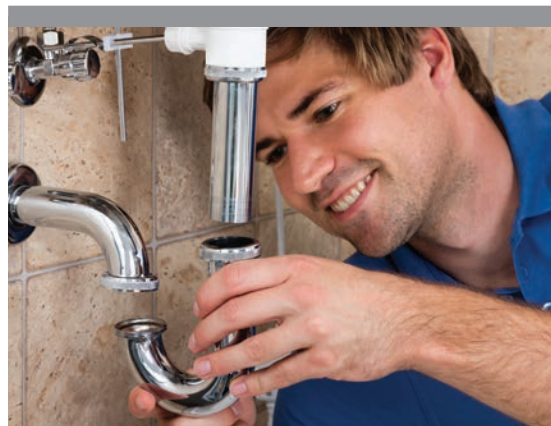
Goal: To increase small business capacity during unprecedented labour market challenges, emphasis should be placed on increasing awareness and uptake on the programs and services that are available to assist their business and increased hiring needs.


Why is this a priority for the community?

With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs and advises. Ultimately, these actions can affect the long-term sustainability of their workforce.

How it aligns with the evidence: Employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.



| REQUIRED ACTION | POTENTIAL PARTNERS | EXPECTED OUTCOMES | TIMELINE |
|----------------------------------|---|---|--|
| President's Series Luncheon's | Chambers of Commerce, Employment Service Agencies, Economic Development offices | Invite local Presidents of various agencies and businesses to speak candidly on their corporation's best practices and how they have navigated change, overcome diversity and continue to plan and pivot for success during the current economic climate. This sector specific approach will focus on key and specific issues and challenges facing new and emerging industries. | SHORT TERM |
| Employer Education and Awareness | Economic Development, Chambers of Commerce, Local Immigration Partnership | With the increase of International students and newcomers to our community through the Rural Northern Immigration Pilot Project (RNIP), many programs and services have been developed for employers. Workshops, webinars and luncheons will be offered throughout the region to showcase how and where to seek services as it pertains to providing inclusive and welcoming workplaces. | MEDIUM TERM |
| Employer Audits | Chambers of Commerce, Economic Development agencies | Small businesses often struggle with HR basics such as; developing complete and functional job descriptions, policies, websites and interview practices. Develop a program where employers can access the resources of HR professionals. UPDATE: HR firm worked with over 30 businesses to assist with their specific HR related needs. Findings will be released in 2024. |  COMPLETE |

THEME TWO: Supply and Demand

Goal: The labourmarket has changed drastically over the last few years and employers continue to experience labour shortages. Through various initiatives, the goal is to promote the availability of employment opportunities in the region.



Why is this important to the community?

If members of the community are aware of the workforce opportunities available, there will be

more opportunities to remain in, and attract new individuals to fill local jobs.

How it aligns with the evidence: Employers large and small are feeling the effects of an aging workforce. Many jobs are available, but there are simply not enough people to fill them.

Next Steps: Continue to work with employers and Employment Ontario agencies to ensure local jobs are filled and sustained.

| REQUIRED ACTION | POTENTIAL PARTNERS | EXPECTED OUTCOMES | TIMELINE |
|---|---|---|--|
| Continue to expand the Ready Set Hired platform. | Employment Service Providers, Chambers of Commerce, EO network | Work with partners in the region and across the province to enhance and update the Ready Set Hired suite of tools. Provide a platform where job seekers can have their skills matched to the jobs offered in the portal. UPDATE: A series of 'how to' videos were developed to showcase the suite of tools offered on the platform. |  COMPLETE |
| Mining Innovations | Workforce planning board of Sudbury, Mining supply agencies, Chambers of Commerce | Host an event geared toward the Mining and Mining Supply sector that showcases the results of LMG's recent research on new innovations and technologies in the sector. UPDATE: Several presentations were conducted to various groups throughout the Nipissing and Sudbury districts highlighting the results of the research study. |  COMPLETE |
| Partner with community agencies to ensure newcomers, both through the rural Northern Immigration Partnership (RNIP) as well as international students are received through a welcoming community program. | Employment Service Providers, Post-secondary institutions, Local Immigration Partnership, Chamber of Commerce | Develop a welcoming community program that allows businesses and agencies to work through modules that pertain to diversity, inclusiveness and sustainability. UPDATE: DAWN (Diversity at Work Nipissing) has been implemented by YES Employment. Employers continue to register for workshops that will offer them gold, silver or bronze status. | ON GOING |
| Generate new resources for high school guidance offices that provide updated information on various local occupations and industries. | Employment Agencies, Broader EO network, Chambers of Commerce, School Boards, OYAP | Work in partnership with school boards to produce new resources that will provide pertinent information for students researching plausible career paths. Host a session for teachers that illustrates industry needs and skills. | ON GOING |

THEME THREE: Awareness of local labour market information

Goal: To inform job seekers, partners and agencies of the realities of the local labour market.

Why is this a priority for the community? Making decisions based on evidence driven research is critical to helping governments, businesses, communities respond to change, and can ensure labour market targets and decisions are based on the realities of our local community.

How it aligns with the evidence: Understanding labour patterns and trends and using LMI as a decision-making tool is essential to not only guide the career paths of those looking to gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.

| REQUIRED ACTION | POTENTIAL PARTNERS | EXPECTED OUTCOMES | TIMELINE |
|--|--|--|--------------------|
| Now that the 2021 census figures have been released, update LMI products for the region. | Chambers of Commerce, Employment Service Providers, Economic Development | LMG and partners will begin updating all of the data products via the website and through the development of new publications that offer the results of the 2021 census. UPDATE: Many LMI products have been updated and posted to the LMG website as a tool and resource. More products will be released in the upcoming fiscal. | ON GOING |
| Enhance the existing Jobs Report by researching other existing models currently in existence. | Industry, Chambers of Commerce, Employment Service Providers | Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs. UPDATE: Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region. | ON GOING |
| Generate a searchable Career Library to ease researching labour market information. | Employment service providers, EO network, Industry | This tool will make researching LMI occupations easier and more efficient. The tool could search a library of hundreds of occupations. UPDATE: This product continues to be researched and developed and is expected to be launched in Q2 of 2024. | MEDIUM TERM |
| Develop a social media series that highlights key pieces of labour market information ongoing throughout the year. | Municipalities, Economic Development organizations, Employment Service Providers | A new social media presence will be implemented this fiscal. By providing short, digestible LMI that is available via social media feed, it is hoped that further awareness and availability of labour market information will be more informative for users. Hosting a segment on local television will also continue to highlight local LMI. UPDATE: LMG is currently working with a social media developer to create content and suitable reels for social media users. | LONG TERM |



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